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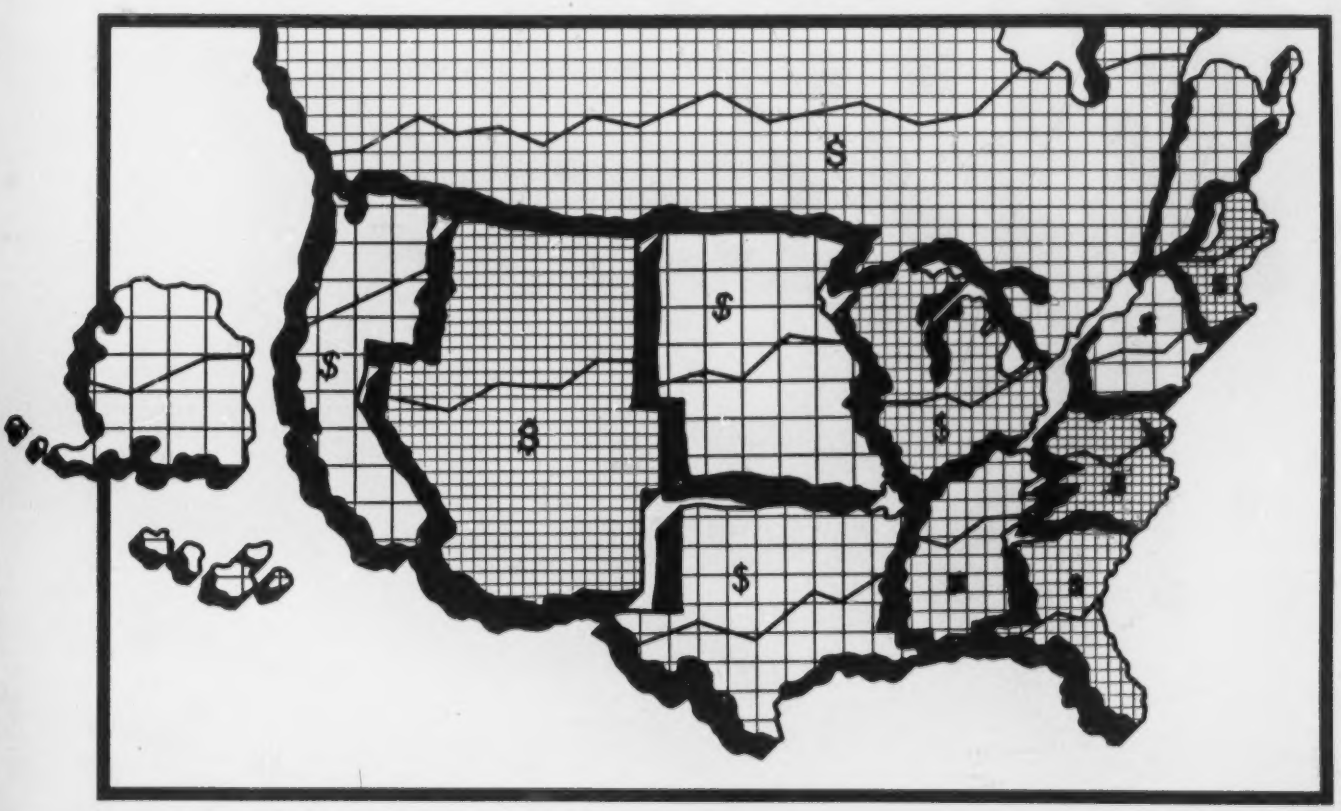
1989 - 1990 Faculty Salaries

in Graduate Departments of Psychology



1989-90 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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1989-90 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Graduate departments of psychology have been surveyed on faculty salaries for about 25 years, initially by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by COGDOP in conjunction with the American Psychological Association (APA). In the past decade, the survey effort has expanded to include the gathering of information on several other issues concerning graduate faculty and graduate education. This report focusses on detailed results from the faculty salaries portion of the survey.

Method

The 1989-90 Survey of Graduate Departments of Psychology was mailed in October 1989 to U.S. and Canadian graduate departments of psychology listed in the 1988 edition of Graduate Study in Psychology and Associated Fields (APA, 1988), plus members and affiliates of the National Council of Schools of Professional Psychology. Included in the survey, along with basic departmental descriptors (e.g., types of degrees granted), were items on employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Nonrespondents were sent a reminder postcard in November, and a follow-up mailing was conducted in December for departments that still had not responded.

An overall response rate of 69% was obtained; 433 departments and professional schools of the 628 surveyed provided usable information. Data presented in this report are based on 7,309 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,168 faculty in 277 U.S. doctoral departments, 1,576 faculty in 137 U.S. master's departments, and 565 faculty in 19 Canadian departments.

Response rates differed, depending on the geographic location of the institution, the highest level of degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. As with past surveys, U.S. departments were much more likely to respond than Canadian departments. Response rates for the U.S. were higher for doctoral departments (75%) than for master's departments (61%). Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to have provided data.

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian doctoral departments. Salaries are broken out along several dimensions for U.S. doctoral departments: geographic region, public or private institution status, and by type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, most respondents were psychology departments; thus, detailed breakdowns are limited to this group only. Most analyses of Canadian faculty salaries are for doctoral-level

departments, due to the insufficient number of Canadian master's-level departments responding.

Most salaries are presented according to academic rank and years in rank, or by years since earning the doctoral degree. Also included in this report is information on starting salaries for new faculty, and salaries and benefits for department chairs and directors of clinical psychology training programs (see Tables 26-28).

Caveats and Changes from Previous Reports

There are several points that should be kept in mind when reading this report. The first concerns usage of the term "Graduate Departments of Psychology." This term is employed in its broadest sense to include departments, schools, interdisciplinary programs, or other academic units that are listed in Graduate Study in Psychology and Associated Fields as offering a graduate degree in one or more areas of psychology. Department name refers to what the department is called: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (i) other. Note that these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any one of several categories. Almost two thirds of the departments award degrees in several different areas of psychology. The remaining third tend to be departments that are more specialized, offering degrees in a few closely related areas of psychology. Thus, "graduate departments of psychology" is used in a generic sense to encompass any academic unit that offers one or more graduate degrees in psychology.

Second, in viewing the results, some consideration should be given to possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments and for doctoral psychology departments, in particular. On the other hand, the response rate for master's departments, although reasonably high, was both lower overall and for those departments in private institutions. In addition, little more than half of the Canadian departments responded to the survey. Thus, in reading the results, the appropriate response rate should always be consulted (see Appendix A).

In many of the tables, percentage changes in average salaries from 1987-88 to 1989-90 are provided. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the Bureau of Labor Statistics for both the U.S. and Canada. It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the errors that may be introduced by having a slightly different set of departments responding to each survey.

The results reported in the following tables are not directly comparable to those for psychology faculty reported in other major national

surveys. For example, the survey conducted by the American Association of University Professors (1988) is based on faculty in all types of departments (both those with and without graduate psychology programs). The same is true of the study carried out by the American Association of Land Grant Colleges and Universities and College and University Personnel Association (1988) of faculty in public institutions.

REFERENCES

American Association of Land Grant Colleges and Universities and College and University Personnel Association. (1988). 1987-88 AASCU/CUPA National Faculty Salary Survey by discipline and rank in state colleges and universities. Washington, DC: Author.

American Association of University Professors (1988). The annual report on the economic status of the profession 1987-88. Academe (March-April 1988).

American Psychological Association (1988). Graduate Study in Psychology and Associated Fields, 1988. Washington, DC: Author.

NOTES TO TABLES

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.

2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.

3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.

4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.

5. Percentage changes in average salaries from 1987-88 to 1989-90 are provided in some tables. These percentages are reported in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the Bureau of Labor Statistics for both the U.S. and Canada. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.

6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

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TABLE 1

Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1987-88 to 1989-90

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Doctoral Departments					
1987-88 (259 departments)	$50,950	$36,316	$29,351	$29,314	$42,302
	N=2,524	N=1,433	N=966	N=57	N=4,980
1988-89 (273 departments)	$53,602	$38,543	$30,987	$31,839	$44,543
	N=2,586	N=1,457	N=1,047	N=42	N=5,132
1989-90 (264 departments)	$56,335	$40,334	$32,643	$32,611	$46,730
	N=2,582	N=1,448	N=1,068	N=35	N=5,133
Percentage change in monetary salary					
1987-88 to 1988-89:	+5.2%	+6.1%	+5.6%	+8.6%	+5.3%
1988-89 to 1989-90:	+5.1%	+4.6%	+5.3%	+2.4%	+4.9%
Percentage change in real terms					
1987-88 to 1988-89:	+1.0%	+1.9%	+1.4%	+4.4%	+1.1%
1988-89 to 1989-90:	+0.4%	+0.1%	+0.6%	-2.3%	+0.2%
All U.S. Departments					
1987-88 (383 departments)	$49,182	$35,621	$28,815	$28,535	$41,081
	N=3,178	N=1,836	N=1,212	N=68	N=6,294
1988-89 (414 departments)	$51,623	$37,690	$30,437	$31,353	$43,135
	N=3,313	N=1,906	N=1,349	N=52	N=6,620
1989-90 (395 departments)	$54,145	$39,607	$32,006	$30,602	$45,075
	N=3,303	N=1,912	N=1,440	N=47	N=6,702
Percentage change in monetary salary					
1987-88 to 1988-89:	+5.0%	+5.8%	+5.6%	+9.9%	+5.0%
1988-89 to 1989-90:	+4.9%	+5.1%	+5.2%	-2.4%	+4.5%
Percentage change in real terms					
1987-88 to 1988-89:	+0.8%	+1.6%	+1.4%	+5.7%	+0.8%
1988-89 to 1989-90:	+0.2%	+0.4%	+0.5%	-7.1%	-0.2%

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.2% for the period from September 1987 to September 1988 and 4.7% for the period from September 1988 to September 1989.

TABLE 2

Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1987-88 to 1989-90

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1987-88	$54,723	$49,046	$45,141	$44,845	$37,307	$36,162	$34,564	$30,427	$28,424	$31,816	$27,495
(259 departments)	N=1,269	N=664	N=282	N=309	N=719	N=337	N=377	N=447	N=519	N=24	N=33
1988-89	$56,896	$52,322	$47,387	$48,203	$39,420	$38,945	$36,521	$32,508	$29,888	$34,249	$29,428
(273 departments)	N=1,314	N=673	N=286	N=313	N=721	N=353	N=383	N=439	N=608	N=21	N=21
1989-90	$59,611	$55,399	$51,574	$49,902	$41,046	$40,391	$38,964	$34,118	$31,605	$36,204	$30,489
(264 departments)	N=1,290	N=648	N=314	N=330	N=721	N=338	N=389	N=441	N=627	N=13	N=22
Percentage change in monetary salary											
1987-88 to 1988-89:	+4.0%	+6.7%	+5.0%	+7.5%	+5.7%	+7.7%	+5.7%	+6.8%	+5.2%	+7.6%	+7.0%
1988-89 to 1989-90:	+4.8%	+5.9%	+8.8%	+3.5%	+4.1%	+3.7%	+6.7%	+5.0%	+5.4%	+5.7%	+3.6%
Percentage change in real terms											
1987-88 to 1988-89:	-0.2%	+2.5%	+0.8%	+3.3%	+1.5%	+3.5%	+1.5%	+2.6%	+1.0%	+3.4%	+2.8%
1988-89 to 1989-90:	+0.1%	+1.2%	+4.1%	-1.2%	-0.6%	-1.0%	+2.0%	+0.3%	+0.7%	+1.0%	-1.1%

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.2% for the period from September 1987 to September 1988 and 4.7% for the period from September 1988 to September 1989.

TABLE 3

Distribution of 1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$85,000 or more	74	10	1	6							
80,000-84,999	47	12		3							
75,000-79,999	65	18	5								
$74,000-74,999	10	5	1	2	1						
73,000-73,999	17	5	2	1		1	1				
72,000-72,999	15	4	4	2							
71,000-71,999	13	9	2								
70,000-70,999	31	8	2								
$69,000-69,999	23	10	4				2				
68,000-68,999	35	15	5	2							
67,000-67,999	27	8	2	1			1				
66,000-66,999	43	18	4								
65,000-65,999	27	7	4	1							
$64,000-64,999	22	7	1	5		1					
63,000-63,999	31	21	4	2							
62,000-62,999	30	12	3	3	3						
61,000-61,999	25	12	7	4	1						
60,000-60,999	36	20	6	4	3	1					
$59,000-59,999	27	11	3	5	2						
58,000-58,999	35	12	9	3	4			1	1		
57,000-57,999	24	20	11	10	1	1					
56,000-56,999	28	11	9	9	4			1		1	
55,000-55,999	57	25	11	13	17	5	1				
$54,000-54,999	27	23	10	6	3	2	1	1			
53,000-53,999	37	36	10	17	11	1	1	2		1	
52,000-52,999	54	20	9	12	4	1	1	2			
51,000-51,999	27	23	15	13	14	7		2			
50,000-50,999	50	24	19	20	8	9	4	1	2		
$49,000-49,999	35	31	14	17	11	9	5	1			
48,000-48,999	37	34	13	16	23	11	5	2			
47,000-47,999	36	23	14	21	20	8	4				
46,000-46,999	31	20	10	20	41	7	9	9	2	1	1
45,000-45,999	30	34	16	13	24	9	13	2	4		
$44,000-44,999	26	16	11	14	28	16	12	3	1		
43,000-43,999	25	12	14	10	36	21	15	1	1		
42,000-42,999	32	16	16	13	44	24	29	4			
41,000-41,999	17	15	7	13	41	19	17	9	1		
40,000-40,999	17	10	11	10	46	19	23	9	4		
$39,000-39,999	12	13	10	4	37	21	25	17	8		1
38,000-38,999	13	7	4	4	43	22	38	15	10		
37,000-37,999	14	3	1	5	29	10	31	15	14	1	
36,000-36,999	6	3	5	6	37	23	32	29	20		
35,000-35,999	3	2	1	8	29	11	28	36	39		1
$34,000-34,999	6	3	2	3	30	18	20	33	31	1	1
33,000-33,999	3			2	42	11	18	34	63		2
32,000-32,999	3			3	20	14	24	53	67		2
31,000-31,999	4			2	27	14	7	30	67	4	1
30,000-30,999	1		2	1	16	10	9	40	80	2	1
$29,000-29,999	2				9	5	5	25	77	1	1
28,000-28,999				1	3	6	4	18	64		4
27,000-27,999					3		2	20	30	1	3
26,000-26,999					1			14	18		1
25,000-25,999					1			5	13		
Less than $25,000					4	1	1	3	10		2
N	1,290	648	314	330	721	338	389	441	627	13	21

Source: 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology. All salaries are 9-10-month salaries and are for full-time faculty.

TABLE 4

Summary Statistics: 1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	S.D.	N
FULL PROFESSOR:								
12 or more years	$57,500	$42,833	$49,072	$68,202	$79,275	$59,611	14,660	1,290
6 - 11 years	$53,200	$42,651	$47,200	$62,398	$70,502	$55,399	11,305	648
3 - 5 years	$50,196	$40,514	$44,646	$57,000	$66,155	$51,574	9,667	314
Less than 3 years	$48,658	$38,521	$43,404	$53,940	$60,500	$49,902	10,821	330
All years	$53,578	$41,904	$47,000	$63,978	$74,000	$56,335	13,389	2,582
ASSOCIATE PROFESSOR:								
6 or more years	$40,634	$32,414	$35,715	$45,652	$50,450	$41,046	7,132	721
3 - 5 years	$40,066	$31,775	$35,690	$44,322	$49,506	$40,391	6,775	338
Less than 3 years	$38,300	$32,500	$35,300	$42,073	$45,925	$38,964	5,995	389
All years	$39,785	$32,396	$35,575	$44,093	$48,925	$40,334	6,811	1,448
ASSISTANT PROFESSOR:								
3 or more years	$33,180	$28,003	$30,512	$36,382	$40,643	$34,118	5,448	441
Less than 3 years	$31,147	$27,499	$29,000	$33,500	$36,228	$31,605	3,937	627
All years	$32,000	$27,738	$29,601	$35,000	$38,100	$32,643	4,782	1,068
LECTURER/INSTRUCTOR:								
3 or more years	$31,500	$27,982	$30,625	$41,942	$55,152	$36,204	9,588	13
Less than 3 years	$28,992	$23,350	$27,200	$33,150	$37,833	$30,489	5,348	22
All years	$31,000	$26,800	$28,390	$34,011	$46,534	$32,611	7,613	35

Source: 1988-89 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 5

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (264 departments)							
Full professor:	12 or more years in rank	57,500	49,072	68,201	59,611	14,660	1,290
	6 - 11 years in rank	53,200	47,200	62,398	55,399	11,305	648
	3 - 5 years in rank	50,196	64,646	57,000	51,574	9,667	314
	Less than 3 years in rank	48,658	43,404	53,940	49,901	10,821	330
	All years	53,578	47,000	63,978	56,335	13,389	2,582
Associate professor:	6 or more years in rank	40,634	35,715	45,652	41,046	7,131	721
	3 - 5 years in rank	40,066	35,690	44,322	40,391	6,775	338
	Less than 3 years in rank	38,300	35,300	42,073	38,964	5,995	389
	All years	39,785	35,575	44,093	40,333	6,811	1,448
Assistant professor:	3 or more years in rank	33,180	30,512	36,382	34,118	5,448	441
	Less than 3 years in rank	31,147	29,000	33,500	31,605	3,936	627
	All years	32,000	29,601	35,000	32,643	4,782	1,068
Lecturer/Instructor:	3 or more years in rank	31,500	30,625	41,942	36,204	9,588	13
	Less than 3 years in rank	28,992	27,200	33,150	30,488	5,348	22
	All years	31,000	28,390	34,011	32,611	7,613	35
All ranks	All years	44,164	35,500	54,488	46,730	14,457	5,133
NEW ENGLAND (22 departments)							
Full professor:	12 or more years in rank	65,762	54,086	74,100	66,075	16,506	105
	6 - 11 years in rank	55,050	50,842	60,785	57,058	8,726	42
	3 - 5 years in rank	50,625	49,102	55,514	53,247	7,483	21
	Less than 3 years in rank	49,845	46,374	55,414	51,518	7,643	24
	All years	58,449	50,999	69,198	60,880	14,597	192
Associate professor:	6 or more years in rank	43,705	39,575	47,742	43,908	5,572	54
	3 - 5 years in rank	40,250	38,344	42,528	40,409	4,575	32
	Less than 3 years in rank	38,532	36,125	42,458	39,026	3,995	28
	All years	40,775	38,414	45,519	41,727	5,356	114
Assistant professor:	3 or more years in rank	35,000	33,400	36,670	35,895	4,626	26
	Less than 3 years in rank	33,176	31,111	34,922	32,766	3,351	44
	All years	34,000	31,931	35,500	33,928	4,132	70
All ranks	All years	47,038	38,310	58,590	49,908	15,835	379
MIDDLE ATLANTIC (39 departments)							
Full professor:	12 or more years in rank	63,310	55,093	74,688	65,881	14,595	209
	6 - 11 years in rank	64,918	56,212	68,201	63,771	11,538	76
	3 - 5 years in rank	55,400	50,391	62,239	57,008	9,999	44
	Less than 3 years in rank	53,960	49,086	57,815	54,116	9,877	56
	All years	63,062	52,186	68,210	62,739	13,665	385
Associate professor:	6 or more years in rank	46,432	42,120	51,783	46,448	7,179	132
	3 - 5 years in rank	44,100	40,700	49,395	44,951	5,358	39
	Less than 3 years in rank	42,046	37,834	44,812	41,696	5,196	53
	All years	44,628	40,809	49,613	45,063	6,730	224
Assistant professor:	3 or more years in rank	35,000	31,798	37,588	35,281	5,195	77
	Less than 3 years in rank	32,200	29,189	34,000	31,950	3,738	77
	All years	33,211	30,431	36,050	33,616	4,810	154
All ranks	All years	49,395	39,546	63,081	51,542	15,909	769

TABLE 5 (Continued)
1989-90 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (49 departments)							
Full professor:	12 or more years in rank	56,400	48,623	65,040	57,928	12,853	281
	6 - 11 years in rank	53,000	48,834	59,936	54,898	10,077	122
	3 - 5 years in rank	51,000	45,750	60,534	53,668	10,793	69
	Less than 3 years in rank	49,250	44,050	53,785	51,131	13,615	68
	All years	53,185	47,600	62,000	55,843	12,338	540
Associate professor:	6 or more years in rank	41,040	36,170	45,000	41,392	7,120	145
	3 - 5 years in rank	42,376	37,050	46,600	43,090	8,065	49
	Less than 3 years in rank	39,400	36,356	44,812	41,640	8,305	89
	All years	41,040	36,592	45,596	41,840	7,599	283
Assistant professor:	3 or more years in rank	34,000	31,041	38,568	35,653	6,447	99
	Less than 3 years in rank	31,150	29,635	33,026	32,098	4,861	146
	All years	32,261	30,000	35,062	33,535	5,813	245
All ranks	All years	45,208	36,000	54,250	46,881	13,785	1,074
WEST NORTH CENTRAL (24 departments)							
Full professor:	12 or more years in rank	52,417	44,842	59,529	53,627	12,164	133
	6 - 11 years in rank	48,777	45,594	54,720	51,347	8,437	55
	3 - 5 years in rank	45,228	39,086	52,345	47,495	11,044	21
	Less than 3 years in rank	44,100	37,426	49,800	45,725	11,698	25
	All years	49,282	43,181	58,079	51,697	11,509	234
Associate professor:	6 or more years in rank	39,610	35,908	42,964	40,032	5,808	44
	3 - 5 years in rank	39,452	32,477	44,000	39,642	7,587	27
	Less than 3 years in rank	37,150	34,486	40,000	37,295	3,368	30
	All years	38,632	35,588	41,850	39,115	5,848	101
Assistant professor:	3 or more years in rank	32,652	30,460	35,267	33,254	3,999	28
	Less than 3 years in rank	31,000	29,000	32,900	31,129	3,128	55
	All years	31,450	29,069	33,235	31,846	3,568	83
All ranks	All years	42,233	35,120	52,109	44,715	12,354	418
SOUTH ATLANTIC (41 departments)							
Full professor:	12 or more years in rank	58,400	49,100	68,415	59,982	15,391	196
	6 - 11 years in rank	54,045	47,200	62,554	56,200	10,849	122
	3 - 5 years in rank	50,111	43,673	57,000	51,605	9,340	53
	Less than 3 years in rank	47,289	42,012	51,040	47,757	11,018	45
	All years	54,012	46,620	63,480	56,484	13,657	416
Associate professor:	6 or more years in rank	40,000	36,861	44,219	40,480	5,968	150
	3 - 5 years in rank	40,940	35,246	43,756	40,345	6,226	74
	Less than 3 years in rank	37,850	34,586	40,181	37,665	4,113	64
	All years	39,600	35,858	43,115	39,820	5,779	288
Assistant professor:	3 or more years in rank	32,748	30,036	35,927	33,395	5,247	76
	Less than 3 years in rank	31,900	30,000	33,450	31,831	2,944	93
	All years	32,100	30,000	34,489	32,534	4,201	169
All ranks	All years	43,134	35,705	53,705	46,333	14,257	874

TABLE 5 (Continued)
1989-90 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (17 departments)							
Full professor:	12 or more years in rank	49,185	43,904	56,396	52,053	11,633	66
	6 - 11 years in rank	49,489	44,000	54,640	51,711	11,702	41
	3 - 5 years in rank	44,602	40,136	49,908	45,145	5,984	20
	Less than 3 years in rank	48,000	43,034	50,847	50,113	11,931	13
	All years	48,808	43,086	54,724	50,786	11,203	140
Associate professor:	6 or more years in rank	34,631	31,897	37,185	35,072	4,418	30
	3 - 5 years in rank	34,488	31,692	37,997	36,112	6,492	26
	Less than 3 years in rank	34,500	30,909	39,000	35,458	5,344	19
	All years	34,530	31,898	38,040	35,530	5,389	75
Assistant professor:	3 or more years in rank	30,051	27,828	32,875	31,812	6,438	28
	Less than 3 years in rank	29,300	27,635	31,015	30,154	4,005	44
	All years	29,500	27,817	32,000	30,799	5,113	72
All ranks	All years	39,546	31,897	48,882	41,671	12,448	290
WEST SOUTH CENTRAL (25 departments)							
Full professor:	12 or more years in rank	49,580	42,772	59,983	51,555	12,047	82
	6 - 11 years in rank	48,164	42,750	58,664	51,833	12,109	63
	3 - 5 years in rank	49,807	42,367	53,920	48,374	7,232	30
	Less than 3 years in rank	44,209	37,988	50,000	45,543	9,240	35
	All years	48,132	42,522	55,353	50,182	11,249	210
Associate professor:	6 or more years in rank	35,510	32,899	40,546	36,517	5,863	80
	3 - 5 years in rank	36,400	31,288	40,592	36,821	6,029	34
	Less than 3 years in rank	35,693	32,762	37,736	35,572	3,893	38
	All years	35,853	32,236	39,788	36,349	5,464	152
Assistant professor:	3 or more years in rank	32,312	29,844	34,445	32,449	3,828	44
	Less than 3 years in rank	29,474	28,262	31,500	29,777	3,083	68
	All years	30,160	28,500	32,963	30,826	3,624	112
All ranks	All years	38,000	31,992	46,443	40,929	11,706	485
MOUNTAIN (17 departments)							
Full professor:	12 or more years in rank	54,870	48,173	63,622	56,176	10,361	82
	6 - 11 years in rank	50,743	44,520	56,923	52,423	10,446	49
	3 - 5 years in rank	45,421	41,560	52,538	47,517	7,191	25
	Less than 3 years in rank	49,090	44,925	53,000	50,170	7,959	31
	All years	50,983	45,940	58,444	53,039	10,085	187
Associate professor:	6 or more years in rank	38,477	33,420	42,022	38,033	6,148	42
	3 - 5 years in rank	39,194	32,721	43,983	38,498	6,669	20
	Less than 3 years in rank	38,261	32,519	42,444	37,546	6,270	20
	All years	38,477	33,029	42,200	38,028	6,237	82
Assistant professor:	3 or more years in rank	31,750	30,642	34,700	32,790	4,342	31
	Less than 3 years in rank	30,000	28,384	35,000	31,485	3,999	42
	All years	30,700	29,060	34,966	32,039	4,169	73
All ranks	All years	43,500	34,700	52,010	44,909	12,322	343

TABLE 5 (Continued)
1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (30 departments)							
Full professor:	12 or more years in rank	59,652	53,743	77,700	64,369	15,354	136
	6 - 11 years in rank	54,426	48,262	63,200	55,419	12,038	78
	3 - 5 years in rank	50,900	44,800	58,200	51,292	8,032	31
	Less than 3 years in rank	48,378	44,653	55,452	49,416	7,460	33
	All years	55,452	48,298	66,400	58,625	14,276	278
Associate professor:	6 or more years in rank	38,160	33,425	43,836	38,312	5,922	44
	3 - 5 years in rank	38,533	35,556	43,360	39,948	5,298	37
	Less than 3 years in rank	38,300	36,170	40,677	38,390	4,311	48
	All years	38,421	35,491	42,749	38,810	5,199	129
Assistant professor:	3 or more years in rank	33,505	28,004	36,466	33,201	4,931	32
	Less than 3 years in rank	32,400	29,076	35,300	32,442	4,063	58
	All years	32,600	28,857	36,195	32,712	4,379	90
All ranks	All years	45,540	36,600	55,584	48,781	15,806	501

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 6

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (187 departments)							
Full professor:	12 or more years in rank	53,823	46,400	64,125	56,141	13,220	1,038
	6 - 11 years in rank	50,000	43,800	59,100	51,884	10,574	531
	3 - 5 years in rank	46,100	40,248	51,160	47,073	8,488	217
	Less than 3 years in rank	45,709	41,002	52,968	48,142	11,320	240
	All years	50,900	44,000	60,447	53,106	12,390	2,026
Associate professor:	6 or more years in rank	38,340	33,903	43,300	38,968	7,068	551
	3 - 5 years in rank	38,042	34,000	42,600	38,779	6,906	251
	Less than 3 years in rank	36,000	31,999	39,850	36,485	6,116	274
	All years	37,498	33,400	42,000	38,292	6,875	1,076
Assistant professor:	3 or more years in rank	31,067	29,000	35,323	32,315	5,180	289
	Less than 3 years in rank	29,412	27,320	32,000	29,858	3,640	451
	All years	30,000	27,952	32,791	30,818	4,468	740
Lecturer/Instructor:	3 or more years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	9
	All years	28,400	26,800	33,716	32,415	8,903	17
All ranks	All years	42,458	34,038	52,565	44,610	13,568	3,859
NEW ENGLAND (7 departments)							
Full professor:	12 or more years in rank	61,930	53,046	72,914	65,397	18,932	60
	6 - 11 years in rank	57,402	50,646	60,149	56,358	6,233	24
	3 - 5 years in rank	50,162	49,095	50,636	49,990	1,786	11
	Less than 3 years in rank	51,572	46,374	53,994	51,403	6,883	12
	All years	57,346	50,636	66,900	60,216	15,854	107
Associate professor:	6 or more years in rank	42,841	39,576	46,222	43,291	4,388	23
	3 - 5 years in rank	38,448	35,695	42,310	39,441	6,210	15
	Less than 3 years in rank	36,968	34,108	39,470	36,886	3,137	12
	All years	39,821	36,804	43,844	40,599	5,391	50
Assistant professor:	3 or more years in rank	-	-	-	-	-	8
	Less than 3 years in rank	32,142	30,040	34,953	32,710	3,965	14
	All years	32,488	30,907	37,016	34,223	5,573	22
All ranks	All years	50,162	39,772	59,137	51,542	16,663	179
MIDDLE ATLANTIC (20 departments)							
Full professor:	12 or more years in rank	66,310	60,215	73,730	66,802	12,005	132
	6 - 11 years in rank	66,310	61,457	68,158	64,563	9,849	48
	3 - 5 years in rank	54,211	48,496	62,239	55,385	8,350	24
	Less than 3 years in rank	56,633	49,463	59,078	56,448	10,675	32
	All years	64,927	55,126	68,210	63,781	11,890	236
Associate professor:	6 or more years in rank	48,925	44,851	55,176	48,987	6,006	91
	3 - 5 years in rank	44,792	42,570	49,728	46,208	5,300	24
	Less than 3 years in rank	42,424	41,553	45,385	43,142	4,982	31
	All years	46,480	42,622	52,147	47,289	6,137	146
Assistant professor:	3 or more years in rank	35,327	32,183	38,082	35,993	5,681	46
	Less than 3 years in rank	32,500	29,944	35,906	32,915	3,983	41
	All years	34,000	30,801	37,018	34,542	5,163	87
All ranks	All years	50,836	42,396	65,025	53,172	14,847	470

TABLE 6 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments

in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (37 departments)							
Full professor:	12 or more years in rank	55,955	48,535	64,915	57,634	12,840	262
	6 - 11 years in rank	52,970	48,202	59,810	54,842	10,437	112
	3 - 5 years in rank	51,024	46,043	61,160	53,937	10,722	57
	Less than 3 years in rank	50,020	45,000	53,880	52,455	13,387	59
	All years	53,166	47,644	62,189	55,942	12,284	490
Associate professor:	6 or more years in rank	40,970	35,582	44,252	40,750	6,315	118
	3 - 5 years in rank	42,480	37,232	47,166	43,069	7,942	41
	Less than 3 years in rank	40,036	36,843	44,906	41,321	6,807	76
	All years	41,040	36,560	45,000	41,339	6,803	235
Assistant professor:	3 or more years in rank	34,450	31,051	38,544	35,139	5,326	80
	Less than 3 years in rank	31,345	29,700	33,501	32,013	4,146	118
	All years	32,288	30,000	35,820	33,276	4,894	198
All ranks	All years	45,636	36,576	54,500	47,227	13,767	929
WEST NORTH CENTRAL (22 departments)							
Full professor:	12 or more years in rank	52,450	44,774	59,529	53,613	12,264	125
	6 - 11 years in rank	49,046	45,590	56,825	51,720	8,720	50
	3 - 5 years in rank	44,101	38,893	53,222	47,430	11,327	20
	Less than 3 years in rank	45,200	36,000	50,520	46,019	12,161	23
	All years	49,908	42,995	58,430	51,810	11,685	218
Associate professor:	6 or more years in rank	39,064	35,769	42,822	39,810	6,046	38
	3 - 5 years in rank	39,452	32,477	44,000	39,642	7,587	27
	Less than 3 years in rank	37,700	35,080	40,005	37,750	3,317	25
	All years	38,692	35,631	41,855	39,187	5,983	90
Assistant professor:	3 or more years in rank	33,000	30,491	35,300	33,385	4,013	27
	Less than 3 years in rank	31,425	29,242	33,000	31,452	3,215	48
	All years	31,500	30,000	33,600	32,148	3,619	75
All ranks	All years	42,320	35,200	52,417	44,994	12,462	383
SOUTH ATLANTIC (31 departments)							
Full professor:	12 or more years in rank	56,800	48,556	68,697	59,977	15,667	153
	6 - 11 years in rank	54,360	48,680	65,000	57,218	11,214	95
	3 - 5 years in rank	47,619	43,001	56,734	50,466	9,343	44
	Less than 3 years in rank	46,593	41,696	49,960	47,269	11,515	37
	All years	53,216	46,472	63,866	56,479	14,003	329
Associate professor:	6 or more years in rank	39,698	36,256	44,700	40,213	6,128	125
	3 - 5 years in rank	40,190	34,854	43,148	39,973	6,373	59
	Less than 3 years in rank	37,725	35,425	40,181	37,661	4,288	52
	All years	39,505	35,444	43,075	39,591	5,907	236
Assistant professor:	3 or more years in rank	32,718	30,258	36,100	33,487	5,448	66
	Less than 3 years in rank	32,000	30,000	33,500	31,891	3,073	72
	All years	32,423	30,046	34,725	32,654	4,429	138
All ranks	All years	43,000	35,444	52,420	46,112	14,401	704

TABLE 6 (Continued)

1989-90 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (14 departments)							
Full professor:	12 or more years in rank	47,534	43,144	54,729	49,337	8,089	51
	6 - 11 years in rank	47,508	42,450	50,204	47,748	8,417	32
	3 - 5 years in rank	44,147	39,813	49,489	44,114	5,233	18
	Less than 3 years in rank	48,000	43,000	49,000	46,075	4,698	11
	All years	47,158	42,671	50,966	47,723	7,683	112
Associate professor:	6 or more years in rank	34,530	31,896	35,878	33,912	3,148	25
	3 - 5 years in rank	34,976	31,999	38,494	36,347	6,513	25
	Less than 3 years in rank	33,394	30,894	37,643	34,638	5,025	16
	All years	34,294	31,897	36,788	35,010	5,131	66
Assistant professor:	3 or more years in rank	29,963	27,757	32,000	31,796	6,950	23
	Less than 3 years in rank	29,004	27,400	30,561	29,784	3,932	38
	All years	29,100	27,728	31,084	30,543	5,311	61
All ranks	All years	37,770	31,016	47,093	39,715	9,975	242
WEST SOUTH CENTRAL (23 departments)							
Full professor:	12 or more years in rank	49,200	42,715	58,900	50,745	11,248	77
	6 - 11 years in rank	48,082	42,739	55,366	51,230	11,547	58
	3 - 5 years in rank	49,114	42,328	53,777	47,974	7,013	29
	Less than 3 years in rank	44,244	39,572	50,000	45,771	9,279	34
	All years	47,883	42,522	54,746	49,627	10,630	198
Associate professor:	6 or more years in rank	35,200	32,832	40,200	36,328	5,858	77
	3 - 5 years in rank	36,300	31,238	39,800	36,607	6,050	31
	Less than 3 years in rank	35,693	33,127	37,175	35,581	3,758	34
	All years	35,563	32,111	39,656	36,210	5,452	142
Assistant professor:	3 or more years in rank	32,320	30,275	34,471	32,583	3,767	43
	Less than 3 years in rank	29,399	28,250	31,359	29,637	3,098	64
	All years	30,160	28,500	32,950	30,821	3,665	107
All ranks	All years	37,982	31,770	46,196	40,613	11,287	458
MOUNTAIN (15 departments)							
Full professor:	12 or more years in rank	55,246	49,614	63,582	56,351	10,377	75
	6 - 11 years in rank	49,348	44,235	56,894	52,315	10,759	46
	3 - 5 years in rank	46,399	41,621	52,885	47,954	7,305	23
	Less than 3 years in rank	49,545	45,300	54,650	50,974	7,701	28
	All years	50,992	46,024	58,672	53,273	10,118	172
Associate professor:	6 or more years in rank	38,488	33,552	42,180	38,327	6,225	39
	3 - 5 years in rank	40,192	32,487	44,712	38,798	6,942	18
	Less than 3 years in rank	38,331	32,849	43,000	37,933	6,192	19
	All years	38,658	33,171	42,271	38,340	6,313	76
Assistant professor:	3 or more years in rank	32,015	30,650	34,700	32,585	2,496	27
	Less than 3 years in rank	30,050	28,500	35,000	31,708	4,034	39
	All years	31,016	29,592	35,000	32,067	3,492	66
All ranks	All years	43,803	35,000	52,445	45,202	12,313	314

TABLE 6 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (18 departments)							
Full professor:	12 or more years in rank	59,000	55,452	77,800	64,582	15,249	111
	6 - 11 years in rank	55,452	48,815	63,775	57,095	11,793	64
	3 - 5 years in rank	52,920	43,760	58,250	51,431	8,388	21
	Less than 3 years in rank	50,900	46,100	55,626	51,815	7,822	21
	All years	55,452	50,750	66,400	59,866	14,074	217
Associate professor:	6 or more years in rank	37,900	33,300	43,836	38,431	5,238	29
	3 - 5 years in rank	43,836	40,450	45,750	43,113	4,694	13
	Less than 3 years in rank	39,267	36,712	42,050	39,630	3,951	24
	All years	40,162	35,785	43,836	39,789	4,945	66
Assistant professor:	3 or more years in rank	31,718	27,830	36,466	32,667	4,564	20
	Less than 3 years in rank	32,400	29,133	34,900	32,527	3,610	43
	All years	32,400	28,903	35,300	32,571	3,901	63
All ranks	All years	48,594	38,300	58,625	51,028	16,271	350

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 7

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (77 departments)							
Full professor:	12 or more years in rank	62,356	51,664	72,200	62,948	15,648	252
	6 - 11 years inn rank	54,397	48,700	63,000	56,493	12,040	117
	3 - 5 years in rank	54,000	47,400	60,000	55,274	10,204	97
	Less than 3 years in rank	48,825	42,414	53,960	48,818	9,748	90
	All years	55,628	48,300	67,000	58,348	14,335	556
Associate professor:	6 or more years in rank	41,950	37,500	45,950	41,912	6,998	170
	3 - 5 years in rank	40,000	36,779	43,094	40,645	5,522	87
	Less than 3 years in rank	38,250	34,738	41,888	38,987	6,863	115
	All years	40,000	36,500	44,000	40,738	6,716	372
Assistant professor:	3 or more years in rank	34,000	30,725	36,500	34,725	6,049	152
	Less than 3 years in rank	31,901	29,075	37,860	31,744	4,355	176
	All Years	32,740	29,700	35,000	32,944	5,299	328
All ranks	All years	43,296	35,369	54,624	46,933	15,208	1,274
NEW ENGLAND (15 departments)							
Full professor:	12 or more years in rank	67,510	57,602	76,000	66,979	12,724	45
	6 - 11 years in rank	54,975	50,619	62,581	57,992	11,378	18
	3 - 5 years in rank	54,912	49,844	65,725	56,831	9,678	10
	Less than 3 years in rank	48,225	46,430	56,359	51,632	8,645	12
	All years	60,500	51,200	70,768	61,716	12,884	85
Associate professor:	6 or more years in rank	44,175	39,571	48,225	44,365	6,343	31
	3 - 5 years in rank	40,725	39,750	43,245	41,264	2,271	17
	Less than 3 years in rank	40,250	37,000	43,075	40,632	3,886	16
	All years	41,550	39,025	46,060	42,608	5,202	64
Assistant professor:	3 or more years in rank	32,250	33,700	36,625	35,461	2,377	18
	Less than 3 years in rank	34,000	31,669	35,000	32,792	3,099	30
	All years	34,390	32,075	35,418	33,793	3,111	48
All ranks	All years	44,188	36,275	56,359	48,445	14,945	200
MIDDLE ATLANTIC (19 departments)							
Full professor:	12 or more years in rank	63,124	51,292	75,662	64,303	10,181	77
	6 - 11 years in rank	61,760	52,270	69,987	62,414	14,069	28
	3 - 5 years in rank	55,850	51,366	68,099	58,955	11,600	20
	Less than 3 years in rank	50,625	44,785	55,221	51,007	7,877	24
	All years	58,000	49,912	70,500	61,089	15,987	149
Associate professor:	6 or more years in rank	42,058	36,229	45,654	40,811	6,355	41
	3 - 5 years in rank	42,700	39,762	44,726	42,939	4,974	15
	Less than 3 years in rank	39,263	35,362	42,952	39,657	4,894	22
	All years	41,284	36,931	44,679	40,895	5,768	78
Assistant professor:	3 or more years in rank	35,000	30,850	37,400	34,225	4,248	31
	Less than 3 years in rank	32,100	28,520	33,158	30,852	3,141	36
	All years	32,752	29,100	35,000	32,412	4,038	67
All ranks	All years	44,622	35,615	58,000	48,979	17,164	299

TABLE 7 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments

in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	61,600	52,900	70,000	61,986	12,681	19
	6 - 11 years in rank	54,850	50,700	60,137	55,525	4,606	10
	3 - 5 years in rank	48,250	45,425	59,250	52,392	11,525	12
	Less than 3 years in rank	-	-	-	-	-	9
	All years	54,089	47,000	61,675	54,876	12,951	50
Associate professor:	6 or more years in rank	42,600	38,000	45,800	44,196	9,556	27
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	35,500	34,000	55,317	43,507	14,554	13
	All years	40,100	36,200	45,950	43,843	10,840	48
Assistant professor:	3 or more years in rank	33,500	31,000	48,000	37,814	9,783	19
	Less than 3 years in rank	30,433	28,925	33,000	32,462	7,229	28
	All years	32,000	30,000	33,538	34,625	8,670	47
All ranks	All years	42,000	33,100	53,912	44,660	13,739	145
WEST NORTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
SOUTH ATLANTIC (10 departments)							
Full professor:	12 or more years in rank	60,266	51,000	67,950	60,004	14,542	43
	6 - 11 years in rank	53,873	45,572	57,497	52,621	8,715	27
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	-	-	-	-	-	8
	All years	56,728	48,030	63,223	56,502	12,340	87
Associate professor:	6 or more years in rank	42,300	37,808	43,962	41,817	4,990	25
	3 - 5 years in rank	41,850	36,500	45,946	41,806	5,564	15
	Less than 3 years in rank	38,000	34,000	40,312	37,682	3,412	12
	All years	40,750	37,466	43,750	40,860	5,081	52
Assistant professor:	3 or more years in rank	32,850	29,197	35,825	32,784	3,824	10
	Less than 3 years in rank	31,270	30,000	32,750	31,625	2,513	21
	All years	31,500	30,000	33,450	31,999	2,984	31
All ranks	All years	44,325	37,025	57,050	47,249	13,644	170
EAST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
WEST SOUTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
MOUNTAIN (2 departments)		(Insufficient Ns of faculty for analysis)					
PACIFIC (12 departments)							
Full professor:	12 or more years in rank	61,500	50,500	71,200	63,426	16,099	25
	6 - 11 years in rank	48,352	38,431	53,010	47,754	10,352	14
	3 - 5 years in rank	48,636	44,800	55,125	51,001	7,654	10
	Less than 3 years in rrank	45,228	41,768	48,844	45,217	4,520	12
	All years	49,784	44,800	60,750	54,210	14,228	61

TABLE 7 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (Continued)							
Associate professor:	6 or more years in rank	38,533	35,642	43,396	38,083	7,265	15
	3 - 5 years in rank	37,605	34,281	42,175	38,234	4,869	24
	Less than 3 years in rank	37,514	34,450	39,578	37,150	4,378	24
	All years	37,779	35,355	41,351	37,785	5,299	63
Assistant professor:	3 or more years in rank	35,043	29,091	37,562	34,090	5,584	12
	Less than 3 years in rank	32,000	28,052	36,241	32,199	5,295	15
	All years	34,009	28,052	36,250	33,039	5,404	27
All ranks	All years	39,900	35,674	48,378	43,572	13,330	151

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 8

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (164 departments)							
Full professor:	12 or more years in rank	59,527	50,551	69,614	61,335	14,982	991
	6 - 11 years in rank	54,000	48,015	63,166	56,131	11,287	496
	3 - 5 years in rank	50,625	45,200	57,850	52,251	9,726	243
	Less than 3 years in rank	49,718	44,587	55,445	50,713	10,356	238
	All years	55,346	47,962	66,000	57,617	13,654	1,968
Associate professor:	6 or more years in rank	40,344	35,794	45,414	40,904	6,944	530
	3 - 5 years in rank	40,470	35,567	44,616	40,569	6,802	245
	Less than 3 years in rank	38,395	35,616	42,283	39,234	6,026	268
	All years	39,875	35,700	44,246	40,396	6,716	1,043
Assistant professor:	3 or more years in rank	33,360	30,632	36,254	34,112	5,162	345
	Less than 3 years in rank	31,500	29,500	33,700	31,832	3,886	460
	All years	32,319	30,000	35,000	32,809	4,615	805
Lecturer/Instructor:	3 or more years in rank	31,582	31,000	46,584	37,508	9,876	11
	Less than 3 years in rank	28,884	27,000	33,000	30,611	6,184	15
	All years	31,500	28,814	35,656	33,725	8,631	25
All ranks	All years	44,976	35,758	55,667	47,581	15,011	3,842
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (64 departments)							
Full professor:	12 or more years in rank	51,200	45,124	59,300	52,775	10,386	237
	6 - 11 years in rank	49,372	45,114	56,401	51,308	9,256	104
	3 - 5 years in rank	48,006	42,500	53,072	48,850	8,567	46
	Less than 3 years in rank	47,850	43,017	52,420	47,848	8,151	48
	All years	49,910	44,746	56,556	51,466	9,844	435
Associate professor:	6 or more years in rank	41,700	35,307	46,679	41,602	7,118	121
	3 - 5 years in rank	40,266	36,278	44,075	39,861	5,165	52
	Less than 3 years in rank	38,020	34,435	42,165	38,557	5,356	74
	All years	40,132	34,976	44,100	40,323	6,367	247
Assistant professor:	3 or more years in rank	32,500	30,000	35,460	33,206	4,786	51
	Less than 3 years in rank	30,000	28,642	32,247	30,608	3,384	103
	All years	30,800	28,976	33,435	31,468	4,077	154
All ranks	All years	43,408	35,235	50,734	44,346	11,319	844
HUMAN DEVELOPMENT (13 departments)							
Full professor:	12 or more years in rank	58,248	52,260	67,892	60,170	14,405	29
	6 - 11 years in rank	58,118	48,696	67,063	59,541	11,305	24
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	48,852	45,800	55,953	50,655	7,281	21
	All years	54,397	47,756	63,693	56,497	12,087	83
Associate professor:	6 or more years in rank	43,518	38,529	46,804	42,572	6,076	33
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	37,463	35,380	39,731	38,111	3,563	18
	All years	39,679	37,000	45,655	40,705	5,746	60
Assistant professor:	3 or more years in rank	34,282	30,462	38,900	34,451	5,372	20
	Less than 3 years in rank	31,425	29,178	34,000	31,607	3,276	31
	All years	32,000	29,826	35,000	32,722	4,402	51
All ranks	All years	42,610	34,920	52,417	45,310	13,382	195

TABLE 8 (Continued)
1989-90 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PROFESSIONAL SCHOOL (17 schools)							
Full professor:	12 or more years in rank	49,412	43,158	66,189	54,909	14,801	26
	6 - 11 years in rank	48,470	41,078	62,783	53,070	15,943	21
	3 - 5 years in rank	44,800	40,968	50,061	48,156	10,197	12
	Less than 3 years in rank	39,032	33,224	43,985	38,510	6,165	16
	All years	45,722	40,700	53,039	49,815	14,355	75
Associate professor:	6 or more years in rank	37,087	35,188	42,302	38,067	6,837	29
	3 - 5 years in rank	36,748	34,148	42,300	38,376	5,262	27
	Less than 3 years in rank	36,900	32,799	41,199	36,812	4,819	27
	All years	36,930	34,086	42,300	37,759	5,706	83
Assistant professor:	3 or more yea s in rank	30,355	27,394	36,102	31,699	5,361	18
	Less than 3 years in rank	28,640	27,850	31,328	29,769	4,401	22
	All years	28,650	27,464	33,483	30,638	4,889	40
All ranks	All years	38,372	32,908	45,167	40,887	12,308	198

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar types of units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. With the exception of Psychology Departments, salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department. For a description of the states included in each region, see Appendix B.

TABLE 9

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Type of Department and Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (161 departments)						
35 or more years	65,860	52,691	78,816	67,240	19,827	176
30 - 34 years	60,114	48,600	69,166	60,181	15,494	272
25 - 29 years	55,179	46,528	66,310	56,407	13,836	453
20 - 24 years	50,965	43,381	60,400	52,714	13,085	657
17 - 19 years	48,890	41,939	55,800	50,315	11,998	422
14 - 16 years	46,470	39,755	53,200	47,329	10,168	342
11 - 13 years	42,875	37,864	49,679	44,307	9,252	332
8 - 10 years	38,300	33,560	42,625	39,028	7,142	294
6 - 7 years	35,362	32,576	39,000	36,242	5,464	196
4 - 5 years	33,000	30,072	35,791	33,467	5,451	236
2 - 3 years	31,500	29,426	33,475	31,566	3,292	201
0 - 1 year	31,000	29,200	33,000	31,050	2,919	151
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (64 departments)						
35 or more years	60,080	50,359	75,083	60,246	13,641	16
30 - 34 years	53,379	45,940	65,620	54,650	12,381	39
25 - 29 years	51,000	46,216	60,232	52,941	11,601	104
20 - 24 years	47,634	42,185	53,125	48,178	7,934	168
17 - 19 years	45,158	40,500	49,900	45,783	8,321	111
14 - 16 years	42,600	38,204	48,654	43,524	7,652	81
11 - 13 years	42,002	36,775	45,818	42,209	8,875	69
8 - 10 years	39,551	34,405	42,892	39,160	6,305	55
6 - 7 years	34,073	31,008	36,898	34,417	4,681	48
4 - 5 years	31,750	28,408	34,000	31,720	4,088	41
2 - 3 years	29,788	28,644	32,500	30,723	3,195	36
0 - 1 year	29,350	28,008	31,000	29,714	2,430	39
HUMAN DEVELOPMENT (13 departments)						
35 or more years	-	-	-	-	-	6
30 - 34 years	-	-	-	-	-	9
25 - 29 years	52,450	41,525	61,550	53,539	12,993	13
20 - 24 years	53,528	46,687	59,408	55,899	9,872	26
17 - 19 years	48,262	39,501	62,262	50,623	13,763	23
14 - 16 years	46,000	43,000	51,800	47,088	7,319	23
11 - 13 years	47,223	40,491	51,659	47,349	9,309	23
8 - 10 years	37,900	34,200	39,346	37,838	4,146	23
6 - 7 years	34,920	31,388	36,675	34,337	3,460	13
4 - 5 years	32,152	29,300	37,975	33,011	4,300	12
2 - 3 years	32,455	29,888	34,250	32,403	2,461	14
0 - 1 year	29,000	27,000	32,101	29,772	3,987	12

TABLE 9 (continued)

1988-89 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Type of Department and Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PROFESSIONAL SCHOOL (19 schools)						
35 or more years	-	-	-	-	-	7
30 - 34 years	48,590	47,538	65,193	54,755	12,286	10
25 - 29 years	48,160	42,259	68,332	55,020	15,792	13
20 - 24 years	43,134	36,458	54,457	45,352	11,928	26
17 - 19 years	40,850	36,902	45,104	42,509	15,756	16
14 - 16 years	39,080	34,261	43,369	39,952	7,778	32
11 - 13 years	36,988	32,193	42,975	37,331	6,333	24
8 - 10 years	35,338	32,382	39,316	36,514	8,561	40
6 - 7 years	36,394	30,324	40,854	35,889	6,331	17
4 - 5 years	30,860	28,622	37,220	32,547	4,748	12
2 - 3 years	28,000	24,933	30,788	28,796	4,530	12
0 - 1 year	-	-	-	-	-	6

Source: 1988-89 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided.

TABLE 10

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL REGIONS (164 departments)							
Full professor:	12 or more years in rank	59,527	50,551	69,614	61,335	14,982	991
	6 - 11 years in rank	54,000	48,015	63,166	56,131	11,387	496
	3 - 5 years in rank	50,625	45,200	57,850	52,251	9,726	243
	Less than 3 years in rank	49,718	44,587	55,445	50,713	10,356	238
	All years	55,346	47,962	66,000	57,617	13,654	1,968
Associate professor:	6 or more years in rank	40,344	35,794	45,414	40,904	6,944	530
	3 - 5 years in rank	40,470	35,567	44,616	40,569	6,802	245
	Less than 3 years in rank	38,395	35,616	42,283	39,234	6,026	268
	All years	39,875	35,700	44,246	40,396	6,716	1,043
Assistant professor:	3 or more years in rank	33,360	30,632	36,254	34,112	5,162	345
	Less than 3 years in rank	31,500	29,500	33,700	31,832	3,886	460
	All years	32,319	30,000	35,000	32,809	4,615	805
All ranks	All years	44,976	35,758	55,667	47,581	15,011	3,842
NEW ENGLAND (16 departments)							
Full professor:	12 or more years in rank	66,600	55,893	74,430	67,087	16,795	94
	6 - 11 years in rank	55,050	50,842	60,785	57,058	8,726	42
	3 - 5 years in rank	50,452	49,106	54,508	53,602	7,619	18
	Less than 3 years in rank	51,190	46,275	55,875	51,715	7,751	23
	All years	58,952	51,095	69,502	61,339	14,837	177
Associate professor:	6 or more years in rank	43,600	40,010	47,362	43,832	5,296	45
	3 - 5 years in rank	40,000	37,855	42,455	40,220	4,757	29
	Less than 3 years in rank	37,075	35,700	41,300	38,223	3,534	23
	All years	40,500	38,064	44,282	41,422	5,285	97
Assistant professor:	3 or more years in rank	35,000	33,400	36,780	35,934	4,717	25
	Less than 3 years in rank	33,176	31,185	34,922	32,798	3,203	36
	All years	34,000	32,000	35,500	34,084	4,160	61
All ranks	All years	47,825	38,519	59,781	50,545	16,222	336
MIDDLE ATLANTIC (22 departments)							
Full professor:	12 or more years in rank	66,310	55,782	75,191	66,852	14,882	162
	6 - 11 years in rank	66,310	56,212	68,210	64,093	11,563	56
	3 - 5 years in rank	56,096	50,706	65,719	58,281	10,260	36
	Less than 3 years in rank	55,311	49,256	57,815	55,110	10,626	40
	All years	63,947	53,481	69,565	63,679	13,914	294
Associate professor:	6 or more years in rank	47,419	43,084	55,179	47,972	6,799	79
	3 - 5 years in rank	44,952	42,323	50,000	46,630	5,076	27
	Less than 3 years in rank	42,232	38,587	45,215	42,024	5,383	41
	All years	45,471	42,000	51,117	46,067	6,621	147
Assistant professor:	3 or more years in rank	35,763	33,086	39,534	36,651	5,179	53
	Less than 3 years in rank	32,740	30,648	34,650	32,649	3,894	49
	All years	34,076	31,215	37,112	34,729	5,005	102
All ranks	All years	50,871	41,642	65,252	53,315	16,104	548

TABLE 10 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (28 departments)							
Full professor:	12 or more years in rank	59,036	50,679	68,880	60,313	13,048	196
	6 - 11 years in rank	53,332	49,659	60,000	55,636	9,851	96
	3 - 5 years in rank	52,530	46,655	62,774	55,147	10,334	48
	Less than 3 years in rank	50,020	45,311	54,830	51,800	10,454	43
	All years	55,386	48,900	64,415	57,538	12,062	383
Associate professor:	6 or more years in rank	40,800	36,170	44,156	40,822	6,301	121
	3 - 5 years in rank	41,005	36,773	47,083	42,063	6,712	34
	Less than 3 years in rank	39,623	36,580	45,420	42,053	8,560	57
	All years	40,750	36,528	44,674	41,352	7,032	212
Assistant professor:	3 or more years in rank	34,000	31,205	37,360	35,130	5,638	81
	Less than 3 years in rank	31,772	29,812	33,040	32,278	4,743	108
	All years	32,448	30,000	35,381	33,500	5,323	189
All ranks	All years	45,216	35,650	55,942	47,229	14,131	789
WEST NORTH CENTRAL (14 departments)							
Full professor:	12 or more years in rank	50,581	42,893	59,362	52,673	12,366	85
	6 - 11 years in rank	48,777	45,729	54,720	51,532	8,969	35
	3 - 5 years in rank	45,228	38,550	54,318	47,407	11,255	13
	Less than 3 years in rank	41,256	35,750	48,363	42,958	8,478	18
	All years	48,124	42,680	56,362	50,797	11,517	151
Associate professor:	6 or more years in rank	38,100	35,700	39,843	37,744	4,536	23
	3 - 5 years in rank	38,446	31,623	46,075	39,030	8,631	20
	Less than 3 years in rank	37,300	33,000	40,010	37,101	3,701	19
	All years	37,926	32,994	40,273	37,962	5,940	62
Assistant professor:	3 or more years in rank	32,052	29,783	35,042	32,779	4,095	18
	Less than 3 years in rank	30,850	28,700	32,375	30,475	2,423	40
	All years	31,000	29,000	33,000	31,190	3,190	58
All ranks	All years	41,100	33,500	50,520	43,664	12,376	271
SOUTH ATLANTIC (32 departments)							
Full professor:	12 or more years in rank	60,461	50,352	68,876	61,655	15,154	170
	6 - 11 years in rank	54,045	47,694	62,061	56,087	10,434	100
	3 - 5 years in rank	50,562	44,774	57,250	52,127	9,360	50
	Less than 3 years in rank	47,400	43,654	51,286	48,698	11,093	38
	All years	55,002	47,285	65,000	57,394	13,592	358
Associate professor:	6 or more years in rank	39,800	36,525	43,850	40,111	5,870	122
	3 - 5 years in rank	41,150	35,678	43,500	40,444	6,165	66
	Less than 3 years in rank	37,850	35,674	40,277	37,769	3,841	50
	All years	39,594	36,085	43,025	39,711	5,665	238
Assistant professor:	3 or more years in rank	32,346	29,750	34,864	32,303	4,090	65
	Less than 3 years in rank	32,000	30,000	33,319	31,818	2,779	82
	All years	32,000	30,000	33,700	32,033	3,417	147
All ranks	All years	43,500	35,524	54,493	46,692	14,660	744

TABLE 10 (Continued)
1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (11 departments)							
Full professor:	12 or more years in rank	53,686	45,452	61,572	54,830	12,959	44
	6 - 11 years in rank	50,312	46,574	62,850	54,604	12,474	29
	3 - 5 years in rank	47,200	40,345	50,502	45,914	6,163	17
	Less than 3 years in rank	-	-	-	-	-	7
	All years	50,004	44,871	58,170	53,211	12,289	97
Associate professor:	6 or more years in rank	34,631	31,820	37,154	34,945	4,688	26
	3 - 5 years in rank	32,808	30,543	40,968	35,989	7,376	20
	Less than 3 years in rank	33,394	30,645	40,295	35,119	6,030	14
	All years	33,586	31,124	38,004	35,334	5,922	60
Assistant professor:	3 or more years in rank	30,051	27,743	33,125	31,931	6,646	26
	Less than 3 years in rank	29,750	27,043	33,628	30,797	4,671	30
	All years	29,982	27,714	33,397	31,323	5,648	56
All ranks	All years	39,391	31,482	49,619	42,324	13,627	215
WEST SOUTH CENTRAL (16 departments)							
Full professor:	12 or more years in rank	49,738	43,140	60,270	52,344	11,960	65
	6 - 11 years in rank	45,962	42,648	57,837	51,819	13,103	46
	3 - 5 years in rank	49,114	42,406	54,344	47,964	7,590	19
	Less than 3 years in rank	44,301	37,066	50,250	46,205	10,964	22
	All years	48,082	42,571	56,145	50,749	11,866	152
Associate professor:	6 or more years in rank	35,752	32,966	40,664	36,659	5,933	62
	3 - 5 years in rank	37,938	31,571	42,875	37,956	6,479	20
	Less than 3 years in rank	36,000	32,850	39,300	35,916	4,191	27
	All years	36,000	32,825	40,053	36,713	5,652	109
Assistant professor:	3 or more years in rank	32,940	30,605	34,503	32,974	3,645	30
	Less than 3 years in rank	29,908	28,412	31,879	29,812	3,558	44
	All years	30,584	28,898	33,002	31,094	3,896	74
All ranks	All years	39,244	32,850	47,414	41,603	12,111	343
MOUNTAIN (9 departments)							
Full professor:	12 or more years in rank	55,590	48,577	64,410	57,159	10,673	64
	6 - 11 years in rank	50,854	44,011	57,538	52,533	11,460	34
	3 - 5 years in rank	45,798	41,375	50,783	46,759	6,274	18
	Less than 3 years in rank	50,372	45,262	57,207	51,383	8,518	24
	All years	51,000	46,069	60,506	53,708	10,613	140
Associate professor:	6 or more years in rank	38,725	34,538	42,199	39,247	6,446	28
	3 - 5 years in rank	38,450	32,487	41,166	37,162	6,809	14
	Less than 3 years in rank	38,854	34,625	42,519	38,931	5,559	12
	All years	38,833	33,546	41,617	38,532	6,295	54
Assistant professor:	3 or more years in rank	32,350	30,650	35,078	33,430	4,482	25
	Less than 3 years in rank	30,100	29,000	35,000	32,134	4,038	31
	All years	31,600	30,000	35,000	32,712	4,253	56
All ranks	All years	43,968	35,225	53,132	45,658	12,689	251

TABLE 10 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (16 departments)							
Full professor:	12 or more years in rank	64,415	55,452	77,800	66,614	15,356	111
	6 - 11 years in rank	55,626	51,320	63,800	57,736	11,528	58
	3 - 5 years in rank	51,910	44,525	57,513	51,284	7,876	24
	Less than 3 years in rank	50,900	46,100	55,452	51,744	7,462	23
	All years	55,584	51,169	69,400	60,944	14,390	216
Associate professor:	6 or more years in rank	40,066	33,425	43,836	39,217	5,192	24
	3 - 5 years in rank	42,800	38,533	44,600	42,330	4,594	15
	Less than 3 years in rank	38,533	36,758	42,550	39,746	4,029	25
	All years	40,162	36,321	43,836	40,153	4,761	64
Assistant professor:	3 or more years in rank	34,381	29,552	36,825	33,512	4,530	22
	Less than 3 years in rank	33,168	29,979	35,300	32,910	3,558	40
	All years	33,434	29,979	36,250	33,123	3,904	62
All ranks	All years	50,900	38,533	61,100	52,011	16,640	345

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 11

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (118 departments)							
Full professor:	12 or more years in rank	54,840	47,689	64,930	57,189	13,563	796
	6 - 11 years in rank	51,900	44,684	60,282	52,772	10,630	396
	3 - 5 years in rank	46,988	40,373	51,822	47,398	8,543	197
	Less than 3 years in rank	46,120	41,178	53,026	48,308	10,256	189
	All years	52,028	44,800	61,800	53,929	12,582	1,578
Associate professor:	6 or more years in rank	38,400	33,736	43,250	38,935	7,147	434
	3 - 5 years in rank	38,523	33,737	42,677	38,753	6,787	199
	Less than 3 years in rank	36,000	31,872	40,200	36,429	6,092	198
	All years	37,622	33,290	42,204	38,277	6,891	831
Assistant professor:	3 or more years in rank	31,633	29,195	35,622	32,461	4,958	268
	Less than 3 years in rank	29,675	27,548	32,000	30,024	3,469	355
	All years	30,238	28,004	33,040	30,978	4,281	623
All ranks	All years	43,055	34,412	52,968	45,255	13,906	3,052
NEW ENGLAND (6 departments)							
Full professor:	12 or more years in rank	61,018	52,987	73,090	65,258	19,244	58
	6 - 11 years in rank	57,402	50,646	60,149	56,358	6,233	24
	3 - 5 years in rank	50,162	49,095	50,636	49,990	1,786	11
	Less than 3 years in rank	51,572	46,374	53,994	51,403	6,883	12
	All years	57,205	50,516	65,642	60,041	15,953	105
Associate professor:	6 or more years in rank	42,841	39,576	46,222	43,291	4,338	23
	3 - 5 years in rank	38,379	35,266	42,670	39,280	6,412	14
	Less than 3 years in rank	36,865	33,750	39,772	36,733	3,243	11
	All years	39,821	36,681	43,911	40,618	5,494	48
Assistant professor:	3 or more years in rank	-	-	-	-	-	8
	Less than 3 years in rank	32,180	29,694	36,096	32,826	4,102	13
	All years	32,689	30,734	37,472	34,367	5,961	21
All ranks	All years	50,204	39,846	59,087	51,584	16,675	174
MIDDLE ATLANTIC (11 departments)							
Full professor:	12 or more years in rank	66,310	58,552	70,304	66,664	12,515	103
	6 - 11 years in rank	66,310	63,003	68,210	65,034	8,011	33
	3 - 5 years in rank	55,204	48,262	63,334	55,568	8,871	20
	Less than 3 years in rank	56,640	53,780	59,072	57,796	11,553	22
	All years	66,234	55,377	68,210	64,019	11,971	178
Associate professor:	6 or more years in rank	48,925	44,893	55,179	49,566	5,896	63
	3 - 5 years in rank	44,952	42,818	50,196	46,646	5,079	21
	Less than 3 years in rank	44,150	41,936	46,275	44,116	5,044	21
	All years	46,437	43,277	53,417	47,892	5,955	105
Assistant professor:	3 or more years in rank	35,763	32,805	41,895	37,205	6,263	31
	Less than 3 years in rank	33,486	30,904	36,664	33,644	3,987	28
	All years	34,300	31,215	37,773	35,515	5,559	59
All ranks	All years	53,249	43,668	55,310	54,076	14,653	343

TABLE 11 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (21 departments)							
Full professor:	12 or more years in rank	58,668	50,500	68,960	60,308	13,296	179
	6 - 11 years in rank	53,250	49,388	60,188	55,649	10,306	86
	3 - 5 years in rank	52,530	47,335	63,524	55,216	10,446	42
	Less than 3 years in rank	50,020	45,311	53,880	51,723	10,659	39
	All years	55,000	48,749	65,000	57,564	12,338	346
Associate professor:	6 or more years in rank	40,900	36,000	44,000	40,617	6,245	99
	3 - 5 years in rank	42,376	36,864	47,331	42,501	6,869	31
	Less than 3 years in rank	41,062	36,878	45,420	41,436	6,021	45
	All years	41,040	36,592	44,690	41,161	6,307	175
Assistant professor:	3 or more years in rank	35,000	31,518	38,521	35,047	4,655	65
	Less than 3 years in rank	31,800	29,740	34,048	32,184	3,795	86
	All years	32,500	30,000	36,000	33,416	4,408	151
All ranks	All years	45,840	36,316	56,050	47,703	14,225	677
WEST NORTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	49,473	42,710	59,362	52,550	12,541	77
	6 - 11 years in rank	50,170	45,692	56,825	52,184	9,477	30
	3 - 5 years in rank	44,101	38,475	54,426	47,290	11,747	12
	Less than 3 years in rank	41,236	35,250	48,841	43,034	8,999	16
	All years	48,148	41,913	57,499	50,873	11,812	135
Associate professor:	6 or more years in rank	36,452	33,814	38,692	36,442	4,016	17
	3 - 5 years in rank	38,446	31,623	46,075	39,030	8,631	20
	Less than 3 years in rank	39,200	35,421	40,596	37,844	3,755	14
	All years	37,753	32,550	40,010	37,841	6,194	51
Assistant professor:	3 or more years in rank	32,105	30,130	35,084	32,960	4,146	17
	Less than 3 years in rank	31,380	29,000	33,000	30,806	2,532	33
	All years	31,450	29,064	33,138	31,538	3,296	50
All ranks	All years	41,050	33,627	51,482	43,961	12,586	236
SOUTH ATLANTIC (24 departments)							
Full professor:	12 or more years in rank	60,400	50,209	70,391	62,007	15,390	131
	6 - 11 years in rank	53,108	48,352	63,276	56,586	10,858	78
	3 - 5 years in rank	48,196	43,260	56,859	50,852	9,390	42
	Less than 3 years in rank	47,170	42,079	50,306	47,849	11,899	31
	All years	53,792	47,175	65,045	57,290	14,015	282
Associate professor:	6 or more years in rank	39,350	35,886	43,534	39,731	6,045	102
	3 - 5 years in rank	40,536	35,069	43,127	39,970	6,274	54
	Less than 3 years in rank	37,476	35,573	40,277	37,618	4,059	42
	All years	39,180	35,481	42,775	39,348	5,794	198
Assistant professor:	3 or more years in rank	32,223	30,036	34,897	32,339	4,227	56
	Less than 3 years in rank	32,000	30,000	33,319	31,721	2,840	66
	All years	32,000	30,000	33,758	32,005	3,543	122
All ranks	All years	43,001	35,100	53,100	46,240	14,813	603

TABLE 11 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	.D.	N
EAST SOUTH CENTRAL (8 departments)							
Full professor:	12 or more years in rank	52,188	43,473	56,554	51,489	9,265	29
	6 - 11 years in rank	48,492	43,438	50,498	49,565	9,539	20
	3 - 5 years in rank	44,690	40,005	49,619	44,779	5,477	15
	Less than 3 years in rank	-	-	-	-	-	5
	All years	48,500	43,102	53,686	49,224	8,623	69
Associate professor:	6 or more years in rank	33,441	31,688	35,452	33,534	3,207	21
	3 - 5 years in rank	33,009	30,786	42,428	36,291	7,450	19
	Less than 3 years in rank	32,499	29,914	34,500	33,833	5,663	11
	All years	32,706	30,909	36,163	34,626	5,674	51
Assistant professor:	3 or more years in rank	29,963	27,728	32,000	31,941	7,237	21
	Less than 3 years in rank	29,500	27,014	32,603	30,371	4,807	24
	All years	29,500	27,625	32,000	31,104	6,043	45
All ranks	All years	36,312	30,889	47,534	39,677	10,779	167
WEST SOUTH CENTRAL (14 departments)							
Full professor:	12 or more years in rank	49,312	42,985	59,100	51,370	10,971	560
	6 - 11 years in rank	45,750	42,619	55,850	50,964	12,475	41
	3 - 5 years in rank	48,907	42,367	53,920	47,296	7,212	18
	Less than 3 years in rank	44,853	36,673	50,500	46,605	11,068	21
	All years	47,655	42,571	55,263	50,012	11,119	140
Associate professor:	6 or more years in rank	35,200	32,865	40,200	36,419	5,935	59
	3 - 5 years in rank	36,500	31,544	41,553	37,765	6,654	17
	Less than 3 years in rank	36,000	33,401	37,846	35,989	4,052	23
	All years	35,885	32,800	39,798	36,550	5,666	99
Assistant professor:	3 or more years in rank	32,967	30,814	34,536	33,191	3,508	29
	Less than 3 years in rank	29,660	28,283	31,419	29,592	3,625	40
	All years	30,540	28,893	33,040	31,104	3,976	69
All ranks	All years	38,878	32,379	47,160	41,201	11,580	316
MOUNTAIN (9 departments)							
Full professor:	12 or more years in rank	55,656	49,634	64,000	57,279	10,593	59
	6 - 11 years in rank	48,494	43,968	58,514	52,384	11,982	31
	3 - 5 years in rank	46,839	41,676	52,349	47,292	6,408	16
	Less than 3 years in rank	50,372	45,938	57,907	52,077	8,271	22
	All years	51,478	46,376	60,539	53,951	10,642	128
Associate professor:	6 or more years in rank	38,725	34,538	42,199	39,047	6,446	28
	3 - 5 years in rank	39,194	32,461	41,303	37,389	7,316	12
	Less than 3 years in rank	38,942	38,000	43,100	39,724	5,068	11
	All years	38,900	33,552	41,970	38,803	6,329	51
Assistant professor:	3 or more years in rank	32,350	30,650	34,931	32,896	2,450	23
	Less than 3 years in rank	30,375	29,000	35,000	32,289	4,134	29
	All years	31,725	30,042	35,000	32,558	3,473	52
All ranks	All years	43,806	35,380	53,400	45,791	12,704	231

TABLE 11 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (13 departments)							
Full professor:	12 or more years in rank	63,150	55,452	77,800	66,215	15,084	100
	6 - 11 years in rank	55,800	52,298	63,800	57,872	11,706	53
	3 - 5 years in rank	52,920	43,760	58,250	51,431	8,388	21
	Less than 3 years in rank	50,900	46,100	55,626	51,815	7,822	21
	All years	55,584	52,600	67,608	60,805	14,216	195
Associate professor:	6 or more years in rank	39,750	33,300	43,836	38,940	5,219	22
	3 - 5 years in rank	44,300	42,600	46,900	43,918	4,329	11
	Less than 3 years in rank	40,162	36,212	42,575	39,869	4,259	20
	All years	40,700	36,096	43,836	40,324	4,985	53
Assistant professor:	3 or more years in rank	32,678	27,943	36,825	32,959	4,633	18
	Less than 3 years in rank	32,600	29,662	35,200	32,663	3,652	36
	All years	32,600	29,450	35,566	32,762	3,964	54
All ranks	All years	50,900	38,944	61,100	52,195	16,593	305

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 12

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (46 departments)							
Full professor:	12 or more years in rank	63,700	53,053	74,200	64,570	15,762	195
	6 - 11 years in rank	54,975	49,900	63,630	58,054	11,882	100
	3 - 5 years in rank	56,600	50,558	62,012	57,690	9,844	46
	Less than 3 years in rank	51,000	46,225	56,510	51,827	9,451	49
	All years	58,125	50,594	70,000	60,486	14,223	390
Associate professor:	6 or more years in rank	42,300	38,587	45,789	42,343	5,772	96
	3 - 5 years in rank	40,600	38,400	44,060	41,090	4,788	46
	Less than 3 years in rank	38,533	35,436	42,000	39,652	7,455	70
	All years	40,400	37,416	44,398	41,182	6,314	212
Assistant professor:	3 or more years in rank	34,009	32,726	36,375	34,906	5,361	77
	Less than 3 years in rank	32,000	30,000	34,000	32,107	4,291	105
	All years	33,000	30,250	35,000	33,291	4,957	182
All ranks	All years	45,500	35,962	58,411	48,847	16,012	790
NEW ENGLAND (10 departments)							
Full professor:	12 or more years in rank	70,338	65,419	76,866	70,034	11,483	36
	6 - 11 years in rank	54,975	50,619	62,581	57,992	11,488	18
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	48,500	46,250	56,520	52,056	8,935	11
	All years	64,175	52,612	71,275	63,232	12,915	72
Associate professor:	6 or more years in rank	43,888	40,188	47,794	44,397	6,160	22
	3 - 5 years in rank	40,500	39,500	42,600	41,096	2,317	15
	Less than 3 years in rank	38,888	36,125	42,750	39,590	3,340	12
	All years	41,100	39,050	44,945	42,209	5,002	49
Assistant professor:	3 or more years in rank	35,500	33,700	36,750	35,494	2,446	17
	Less than 3 years in rank	34,000	31,725	35,000	32,783	2,673	23
	All years	34,420	32,400	35,418	33,935	2,886	40
All ranks	All years	44,188	36,150	62,050	49,428	15,695	162
MIDDLE ATLANTIC (11 departments)							
Full professor:	12 or more years in rank	65,000	53,500	77,314	67,179	18,416	59
	6 - 11 years in rank	63,345	49,750	75,300	62,742	15,417	23
	3 - 5 years in rank	58,188	54,512	71,138	61,674	11,129	16
	Less than 3 years in rank	51,593	47,369	56,830	51,827	8,568	18
	All years	59,407	52,122	72,500	63,158	16,500	116
Associate professor:	6 or more years in rank	42,536	36,456	46,034	41,697	6,635	16
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	39,263	35,848	43,318	39,828	4,929	20
	All years	40,823	37,487	45,818	41,504	6,022	42
Assistant professor:	3 or more years in rank	35,800	33,880	38,550	35,872	3,049	22
	Less than 3 years in rank	32,500	29,150	31,322	31,322	3,421	21
	All years	33,521	31,150	36,000	33,650	3,939	43
All ranks	All years	49,000	37,835	62,125	52,042	18,243	205

TABLE 12 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (7 departments)							
Full professor:	12 or more years in rank	61,600	52,600	69,000	60,373	10,395	17
	6 - 11 years in rank	54,850	50,700	60,137	55,525	4,606	10
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	-	-	-	-	-	4
	All years	58,000	50,100	62,034	57,292	9,216	37
Associate professor:	6 or more years in rank	40,450	37,300	45,250	41,744	6,613	22
	3 - 5 years in rank	-	-	-	-	-	3
	Less than 3 years in rank	36,500	34,738	61,376	44,366	14,853	12
	All years	39,200	35,850	44,725	42,253	9,825	37
Assistant professor:	3 or more years in rank	33,200	30,700	34,000	35,466	8,772	16
	Less than 3 years in rank	31,050	29,525	33,000	32,647	7,493	22
	All years	32,050	30,000	33,425	33,834	8,066	38
All ranks	All years	40,450	33,050	54,975	44,365	13,255	112
WEST NORTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
SOUTH ATLANTIC (8 departments)							
Full professor:	12 or more years in rank	61,141	54,750	67,950	60,470	14,463	39
	6 - 11 years in rank	54,750	46,625	58,288	54,317	8,762	22
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	7
	All years	57,349	50,388	64,625	57,777	11,972	76
Associate professor:	6 or more years in rank	42,929	39,512	44,044	42,052	4,526	20
	3 - 5 years in rank	41,850	37,562	47,488	42,573	5,374	12
	Less than 3 years in rank	-	-	-	-	-	8
	All years	41,550	38,000	44,044	41,511	4,633	40
Assistant professor:	3 or more years in rank	-	-	-	-	-	9
	Less than 3 years in rank	31,950	30,212	33,581	32,219	2,553	16
	All years	32,000	30,000	33,612	32,169	2,778	25
All ranks	All years	45,650	37,980	58,275	48,622	13,870	141
EAST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
WEST SOUTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
MOUNTAIN (0 departments)		(Insufficient Ns of faculty for analysis)					
PACIFIC (3 departments)		(Insufficient Ns of faculty for analysis)					

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1987-88 to 1989-90

Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1987-88 to 1989-90

Table 15. Distribution of 1989-90 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 16. Summary Statistics: 1989-90 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 17. 1989-90 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Table 18. 1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Table 19. 1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Table 20. 1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

TABLE 13

Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1987-88 to 1989-90

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Master's Departments					
1987-88 (122 departments)	$42,359	$33,148	$26,711	$24,496	$36,455
	N=654	N=403	N=246	N=11	N=1,314
1988-89 (141 departments)	$44,585	$34,924	$28,531	$29,314	$38,309
	N=727	N=449	N=302	N=10	N=1,488
1989-90 (131 departments)	$46,301	$37,339	$30,177	$24,741	$39,663
	N=721	N=464	N=372	N=12	N=1,569
Percentage change in monetary salary:					
1987-88 to 1988-89:	+5.3%	+5.4%	+6.8%	+19.7%	+5.1%
1988-89 to 1989-90:	+3.8%	+6.9%	+5.8%	-15.6%	+3.5%
Percentage change in real terms:					
1987-88 to 1988-89:	+1.1%	+1.2%	+2.6%	+15.5%	+0.9%
1988-89 to 1989-90:	-0.9%	+2.2%	+1.1%	-19.2%	-1.2%
All U.S. Departments					
1987-88 (383 departments)	$49,182	$35,621	$28,815	$28,535	$41,081
	N=3,178	N=1,836	N=1,212	N=68	N=6,294
1988-89 (414 departments)	$51,623	$37,690	$30,437	$31,353	$43,135
	N=3,313	N=1,906	N=1,349	N=52	N=6,620
1989-90 (395 departments)	$54,145	$39,607	$32,006	$30,602	$45,075
	N=3,303	N=1,912	N=1,440	N=47	N=6,702
Percentage change in monetary salary					
1987-88 to 1988-89:	+5.0%	+5.8%	+5.6%	+9.9%	+5.0%
1988-89 to 1989-90:	+4.9%	+5.1%	+5.2%	-2.4%	+4.5%
Percentage change in real terms					
1987-88 to 1988-89:	+0.8%	+1.6%	+1.4%	+5.7%	+0.8%
1988-89 to 1989-90:	-0.2%	+0.4%	+0.5%	-7.1%	-0.2%

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.2% for the period from September 1987 to September 1988 and 4.7% for the period from September 1988 to September 1989.

TABLE 14

Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1987-88 to 1989-90

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1987-88	$45,468	$42,257	$39,558	$36,931	$35,173	$31,914	$30,153	$28,142	$25,715	-	$24,496
(122 departments)	N=255	N=206	N=105	N=88	N=204	N=104	N=95	N=101	N=145	N=0	N=11
1988-89	$47,445	$44,302	$41,911	$39,550	$36,895	$33,956	$31,969	$30,226	$27,046	a	a
(141 departments)	N=292	N=234	N=103	N=98	N=225	N=110	N=114	N=141	N=161	N=2	N=8
1989-90	$49,127	$46,440	$44,473	$40,604	$39,445	$36,499	$34,012	$31,375	$28,926	$	$
(130 departments)	N=269	N=233	N=95	N=94	N=223	N=93	N=107	N=117	N=210	N=4	N=7
Percentage change in monetary salary											
1987-88 to 1988-89:	+4.3%	+4.8%	+5.9%	+7.1%	+4.9%	+6.4%	+6.0%	+7.4%	+5.2%	a	a
1988-89 to 1989-90:	+3.5%	+4.8%	+6.1%	+2.7%	+6.9%	+7.5%	+6.4%	+3.8%	+7.0%		
Percentage change in real terms											
1987-88 to 1988-89:	+0.1%	+0.6%	+1.7%	+2.9%	+0.7%	+2.2%	+1.8%	+3.2%	+1.0%	a	a
1988-89 to 1989-90:	-1.2%	+0.1%	+1.4%	-2.0%	+2.2%	+2.8%	+1.7%	-0.9%	+2.3%		

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.2% for the period from September 1987 to September 1988 and 4.7% for the period from September 1988 to September 1989.

[a] No statistics are reported due to the small number of respondents.

TABLE 15

Distribution of 1989-90 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$65,000 or more	8	1									
64,000-64,999	1										
63,000-63,999	1	2	1	1							
62,000-62,999	1	2				1					
61,000-61,999	1		2								
60,000-60,999	2										
$59,000-59,999	2		1								
58,000-58,999	3	2	2		1						
57,000-57,999	4	3									
56,000-56,999	1	3	1	2	1						
55,000-55,999	28	30	4								
$54,000-54,999	6	5	1		1						
53,000-53,999	25	8	1	1	1						
52,000-52,999	5	3	4		2						
51,000-51,999	15	3	1		2			1			
50,000-50,999	12	10	2	2	4						
$49,000-49,999	18	13	2			1					
48,000-48,999	20	9	3	4		1	3				
47,000-47,999	13	10	4	3	6		1	1			
46,000-46,999	12	10	6	4	12	1					
45,000-45,999	29	21	7	6	28	2		1			
$44,000-44,999	9	11	3	6	8	1	2	5	1		
43,000-43,999	9	19	6	4	15	3					
42,000-42,999	13	13	5	4	10	3	1	3	1		
41,000-41,999	8	10	6	2	12	3	5	3			
40,000-40,999	7	9	5	8	12	6	2	2			
$39,000-39,999	10	8	7	10	10	9	5	3			
38,000-38,999	9	8	6	6	11	4	4	1	4		
37,000-37,999	1	8	5	10	12	9	5	4	2		
36,000-36,999	4	10	5	3	11	7	10	6	1		
35,000-35,999	2	3	4	6	27	7	6	8	4		
$34,000-34,999	2	4	2	3	16	8	10	7	6		
33,000-33,999		3	1	4	6	11	8	5	9		
32,000-32,999		2		3	15	6	11	6	18		
31,000-31,999			2	2	11	8	10	11	16		
30,000-30,999				1	6	2	16	18	19		
$29,000-29,999			1	1	2	2	5	9	26		
28,000-28,999				1	6	3	8	18	34		
27,000-27,999					2	2	1	13	28		
26,000-26,999					1		2	7	23		
25,000-25,999							2	4	21		
Less than $25,000							1	7	21		
N	281	243	100	97	246	100	118	138	234	4	7

Source: 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries and are for full-time doctoral faculty. The distributions of salaries for Lecturers and Instructors are not presented, given the small number of individuals in these ranks.

TABLE 16

Summary Statistics: 1989-90 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	S.D.	N
FULL PROFESSOR:								
12 or more years	$48,348	$39,939	$44,193	$53,039	$55,452	$48,966	7,287	281
6 - 11 years	$45,360	$37,194	$41,610	$51,860	$55,452	$46,364	6,857	243
3 - 5 years	$43,271	$35,757	$38,675	$47,900	$55,452	$44,119	7,235	100
Less than 3 years	$39,980	$33,781	$36,901	$44,729	$48,139	$40,671	6,076	97
All years	$45,582	$37,004	$40,783	$51,170	$55,452	$46,301	7,502	721
ASSOCIATE PROFESSOR:								
6 or more years	$38,787	$31,655	$34,790	$43,954	$46,302	$39,164	6,031	246
3 - 5 years	$36,012	$31,103	$33,000	$39,864	$42,960	$36,675	5,324	100
Less than 3 years	$33,045	$28,753	$30,491	$36,462	$41,000	$34,097	4,996	118
All years	$36,359	$30,338	$32,682	$41,505	$45,269	$37,339	6,013	464
ASSISTANT PROFESSOR:								
3 or more years	$30,860	$26,238	$28,184	$35,094	$41,000	$32,176	5,536	138
Less than 3 years	$28,500	$25,000	$26,587	$31,003	$33,334	$28,999	3,506	234
All years	$29,377	$25,500	$27,000	$32,000	$36,372	$30,177	4,626	372

Source: 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 17

1989-90 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (108 departments)							
Full professor:	12 or more years in rank	48,248	44,100	53,000	48,869	7,208	255
	6 - 11 years in rank	45,360	41,610	51,860	46,342	6,848	223
	3 - 5 years in rank	42,648	38,675	47,370	43,372	6,250	92
	Less than 3 years in rank	39,965	36,156	44,158	40,059	5,165	87
	All years	45,360	40,713	50,652	46,075	7,334	657
Associate professor:	6 or more years in rank	37,900	34,764	43,432	38,642	5,839	211
	3 - 5 years in rank	36,438	32,920	39,710	36,438	5,457	89
	Less than 3 years in rank	32,990	30,435	36,390	33,971	5,093	108
	All years	35,926	32,525	40,824	36,925	5,894	408
Assistant professor:	3 or more years in rank	30,227	27,814	33,775	31,038	4,661	113
	Less than 3 years in rank	28,246	26,450	30,048	28,588	3,156	207
	All years	28,914	27,000	31,120	29,453	3,929	320
All ranks	All years	38,777	31,802	45,592	39,412	9,292	1,397
OTHER (23 departments)							
Full professor:	12 or more years in rank	52,034	44,952	53,196	49,920	8,110	26
	6 - 11 years in rank	45,135	41,566	51,587	46,611	7,123	20
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	44,800	37,209	56,490	46,001	10,182	10
	All years	47,268	42,015	53,808	48,624	8,778	64
Associate professor:	6 or more years in rank	42,217	37,600	46,100	42,312	6,291	35
	3 - 5 years in rank	40,134	35,282	41,000	38,588	3,748	11
	Less than 3 years in rank	35,218	32,500	38,807	35,460	3,727	10
	All years	40,600	35,357	43,917	40,357	6,059	56
Assistant professor:	3 or more years in rank	36,500	31,602	44,150	37,318	6,318	25
	Less than 3 years in rank	31,716	29,000	33,500	32,147	4,428	27
	All years	32,586	30,512	39,950	34,633	5,966	52
All ranks	All years	41,000	34,264	46,422	41,703	9,194	172

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other similar units that may be more specialized in nature. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. With the exception of Psychology Departments, salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department. For a description of the states included in each region, see Appendix B.

TABLE 18

1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (108 departments)							
Full professor:	12 or more years in rank	48,248	44,100	53,000	48,869	7,208	255
	6 - 11 years in rank	45,360	41,610	51,860	46,342	6,848	223
	3 - 5 years in rank	42,648	38,675	47,370	43,372	6,250	92
	Less than 3 years in rank	39,965	36,156	44,158	40,059	5,165	87
	All years	45,360	40,713	50,652	46,075	7,334	657
Associate professor:	6 or more years in rank	37,900	34,764	43,432	38,642	5,839	211
	3 - 5 years in rank	35,858	32,920	39,710	36,438	5,457	89
	Less than 3 years in rank	32,990	30,435	36,390	33,971	5,093	108
	All years	35,926	32,525	40,824	36,925	5,894	408
Assistant professor:	3 or more years in rank	30,227	27,814	33,775	31,038	4,661	113
	Less than 3 years in rank	28,246	26,450	30,048	28,588	3,156	207
	All years	28,914	27,000	31,120	29,453	3,929	320
All ranks	All years	38,777	31,802	45,592	39,412	9,292	1,397
NEW ENGLAND (5 departments)		(Insufficient Ns of faculty for analysis)					
MIDDLE ATLANTIC (13 departments)							
Full professor:	12 or more years in rank	53,000	53,000	55,000	55,490	8,758	35
	6 - 11 years in rank	50,551	48,665	53,000	50,036	5,022	22
	3 - 5 years in rank	48,000	44,026	51,711	47,276	6,475	13
	Less than 3 years in rank	-	-	-	-	-	7
	All years	51,151	47,830	53,079	51,562	7,985	77
Associate professor:	6 or more years in rank	45,136	40,446	46,500	42,845	5,924	53
	3 - 5 years in rank	37,000	33,100	42,000	37,202	5,541	15
	Less than 3 years in rank	36,150	35,925	38,000	36,714	2,066	11
	All years	41,916	36,000	45,136	40,920	6,093	79
Assistant professor:	3 or more years in rank	32,853	29,446	38,250	33,544	5,896	18
	Less than 3 years in rank	30,240	28,250	31,034	29,713	3,074	16
	All years	31,034	29,112	35,169	31,741	5,096	34
All ranks	All years	44,843	35,925	50,551	43,471	10,090	191
EAST NORTH CENTRAL (15 departments)							
Full professor:	12 or more years in rank	47,721	44,066	51,218	47,998	7,099	42
	6 - 11 years in rank	43,019	41,000	45,009	43,489	5,272	34
	3 - 5 years in rank	39,000	36,968	40,766	38,324	2,701	17
	Less than 3 years in rank	39,994	37,499	43,880	40,683	4,669	16
	All years	43,326	39,000	47,721	44,026	6,724	109
Associate professor:	6 or more years in rank	37,850	35,050	43,191	38,714	4,547	35
	3 - 5 years in rank	34,163	32,210	37,177	35,615	6,739	20
	Less than 3 years in rank	32,335	29,738	36,094	32,576	3,446	12
	All years	35,231	32,800	38,633	36,689	5,595	67
Assistant professor:	3 or more years in rank	31,467	29,286	34,801	33,427	6,059	15
	Less than 3 years in rank	28,294	26,025	29,997	28,592	3,437	40
	All years	29,043	27,000	31,500	29,910	4,772	55
All ranks	All years	37,700	32,110	43,576	38,441	8,314	233

TABLE 18 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST NORTH CENTRAL (13 departments)							
Full professor:	12 or more years in rank	49,977	47,460	49,978	49,097	1,384	14
	6 - 11 years in rank	45,113	39,662	49,987	45,144	6,408	22
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	41,110	36,031	44,067	40,083	4,685	12
	All years	46,100	39,918	49,977	44,635	5,977	57
Associate professor:	6 or more years in rank	-	-	-	-	-	8
	3 - 5 years in rank	37,131	34,259	39,710	37,494	4,815	13
	Less than 3 years in rank	32,170	29,298	35,135	33,059	4,231	22
	All year	34,654	32,000	39,710	35,525	4,958	43
Assistant professor:	3 or more years in rank	29,300	27,479	30,977	29,861	3,359	16
	Less than 3 years in rank	27,505	26,812	29,988	28,098	2,432	25
	All years	28,386	27,000	30,000	28,786	2,922	41
All ranks	All years	36,888	29,988	43,724	37,248	8,258	141
SOUTH ATLANTIC (21 departments)							
Full professor:	12 or more years in rank	48,215	43,868	51,382	48,073	6,182	44
	6 - 11 years in rank	45,026	41,902	48,600	45,644	6,710	28
	3 - 5 years in rank	45,600	39,836	47,250	44,464	5,766	20
	Less than 3 years in rank	40,250	38,000	45,650	41,255	4,363	14
	All years	45,485	41,845	49,225	45,850	6,392	106
Associate professor:	6 or more years in rank	37,615	35,119	40,300	38,366	5,596	46
	3 - 5 years in rank	36,616	33,815	39,068	36,652	3,348	20
	Less than 3 years in rank	32,297	30,549	34,675	33,184	4,018	25
	All years	36,100	33,000	39,200	36,566	5,212	91
Assistant professor:	3 or more years in rank	30,126	27,821	31,102	29,659	2,707	22
	Less than 3 years in rank	27,565	27,000	29,500	27,946	2,297	43
	All years	28,260	27,000	30,126	28,526	2,556	65
All ranks	All years	37,375	30,500	44,850	38,142	8,760	266
EAST SOUTH CENTRAL (9 departments)							
Full professor:	12 or more years in rank	-	-	-	-	-	9
	6 - 11 years in rank	42,127	37,420	45,350	41,373	4,471	27
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	-	-	-	-	-	7
	All years	40,245	36,305	43,914	40,145	4,962	52
Associate professor:	6 or more years in rank	32,420	28,740	35,136	32,853	4,305	15
	3 - 5 years in rank	-	-	-	-	-	5
	Less than 3 years in rank	-	-	-	-	-	9
	All years	31,398	29,932	33,426	31,893	3,389	29
Assistant professor:	3 or more years in rank	28,080	26,330	28,957	28,320	3,296	13
	Less than 3 years in rank	26,028	25,530	28,152	26,753	1,866	28
	All years	26,416	25,690	28,616	27,250	2,481	41
All ranks	All years	32,399	28,016	38,950	33,850	6,912	122

TABLE 18 (Continued)

1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST SOUTH CENTRAL (10 departments)							
Full professor:	12 or more years in rank	42,665	39,000	48,939	45,155	7,785	16
	6 - 11 years in rank	-	-	-	-	-	9
	3 - 5 years in rank	-	-	-	-	-	3
	Less than 3 years in rank	-	-	-	-	-	9
	All years	39,965	38,678	46,556	42,668	6,743	37
Associate professor:	6 or more years in rank	32,646	30,477	35,000	33,134	4,091	15
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	-	-	-	-	-	8
	All years	32,571	30,680	35,000	33,186	4,014	23
Assistant professor:	3 or more years in rank	-	-	-	-	-	7
	Less than 3 years in rank	28,000	25,965	30,000	28,506	3,005	11
	All years	28,042	26,115	31,300	29,104	3,502	18
All ranks	All years	35,729	30,528	40,066	36,377	8,164	80
MOUNTAIN (7 departments)		(Insufficient Ns of faculty for analysis)					
PACIFIC (15 departments)							
Full professor:	12 or more years in rank	47,418	44,606	55,452	48,317	5,697	83
	6 - 11 years in rank	55,452	45,360	55,452	50,249	6,644	59
	3 - 5 years in rank	45,582	42,966	53,553	47,362	5,697	18
	Less than 3 years in rank	39,498	36,802	48,144	40,931	5,957	15
	All years	47,418	43,917	55,452	48,237	6,488	175
Associate professor:	6 or more years in rank	35,858	34,790	37,640	36,964	4,037	28
	3 - 5 years in rank	35,563	29,000	39,924	35,465	6,336	10
	Less than 3 years in rank	38,124	32,921	45,063	38,927	6,531	13
	All years	35,858	34,228	39,924	37,171	5,260	51
Assistant professor:	3 or more years in rank	-	-	-	-	-	8
	Less than 3 years in rank	32,168	27,356	34,356	31,358	4,093	20
	All years	30,835	27,806	34,356	31,264	3,976	28
All ranks	All years	45,360	36,372	52,843	43,958	8,997	257

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 19

1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Type of Institution, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PUBLIC INSTITUTIONS (81 departments)							
Full professor:	12 or more years in rank	48,267	45,015	53,000	48,641	5,756	219
	6 - 11 years in rank	45,645	41,800	52,000	46,605	6,714	203
	3 - 5 years in rank	42,070	38,515	47,598	43,233	6,399	79
	Less than 3 years in rank	39,607	35,996	44,501	40,005	5,337	78
	All years	45,360	40,766	50,682	46,026	6,800	579
Associate professor:	6 or more years in rank	38,144	34,820	43,836	38,887	5,733	172
	3 - 5 years in rank	35,623	32,818	39,710	36,452	5,421	74
	Less than 3 years in rank	33,280	30,427	37,039	34,158	5,349	83
	All years	36,000	32,652	41,485	37,146	5,898	329
Assistant professor:	3 or more years in rank	30,100	27,954	33,359	30,939	4,164	93
	Less than 3 years in rank	28,350	26,607	30,233	28,753	3,117	173
	All years	28,914	27,000	31,030	29,517	3,663	266
All ranks	All years	39,096	32,000	45,990	39,677	9,041	1,184
PRIVATE INSTITUTIONS (27 departments)							
Full professor:	12 or more years in rank	47,285	41,481	58,475	50,255	12,976	36
	6 - 11 years in rank	43,482	36,203	48,838	43,674	7,783	20
	3 - 5 years in rank	46,000	41,254	46,950	44,212	5,397	13
	Less than 3 years in rank	-	-	-	-	-	9
	All years	44,255	39,952	50,124	46,437	10,538	78
Associate professor:	6 or more years in rank	37,000	32,602	43,261	37,560	6,246	39
	3 - 5 years in rank	37,650	33,000	39,915	36,370	5,826	15
	Less than 3 years in rank	32,450	30,229	35,575	33,349	4,165	25
	All years	35,000	31,900	39,915	36,002	5,825	79
Assistant professor:	3 or more years in rank	31,566	25,375	34,300	31,499	6,622	20
	Less than 3 years in rank	27,365	25,375	30,004	27,749	3,263	34
	All years	28,668	25,375	32,000	29,138	5,069	54
All ranks	All years	36,100	30,429	43,306	37,937	10,480	213

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of institution.

TABLE 20

1989-90 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

Type of Department and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (106 departments)						
35 or more years	47,508	42,512	48,248	47,502	8,257	16
30 - 34 years	48,248	46,194	54,670	51,120	7,384	42
25 - 29 years	47,460	42,440	51,460	47,189	7,059	117
20 - 24 years	45,028	40,810	49,978	45,187	7,699	268
17 - 19 years	42,605	37,030	47,000	42,809	7,574	209
14 - 16 years	40,038	35,358	45,200	40,635	6,730	152
11 - 13 years	36,765	32,970	40,410	37,343	6,113	117
8 - 10 years	32,990	30,395	36,968	33,955	5,497	96
6 - 7 years	30,500	29,286	33,704	31,973	5,507	63
4 - 5 years	30,227	27,440	32,514	30,452	3,876	64
2 - 3 years	28,386	26,610	30,800	29,045	3,524	89
0 - 1 year	27,500	25,682	29,552	27,795	3,458	80

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree. All salaries are 9-10-month salaries.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1987-88 to 1989-90

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1987-88 to 1989-90

Table 23. Distribution of 1989-90 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. Summary Statistics: 1989-90 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 1989-90 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21

Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1987-88 to 1989-90

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
All Canadian Departments					
1987-88 (15 departments)	$64,118	$50,654	$39,849	a	$54,961
	N=203	N=179	N=66	N=4	N=452
1988-89 (17 departments)	$68,790	$55,292	$40,760	a	$58,924
	N=221	N=196	N=69	N=8	N=494
1989-90 (20 departments)	$72,776	$57,604	$43,482	a	$62,329
	N=253	N=227	N=81	N=2	N=563
Percentage change in monetary salary					
1987-88 to 1988-89:	+7.3%	+9.2%	+2.3%	a	+7.2%
1988-89 to 1989-90:	+5.8%	+4.2%	+6.7%	a	+5.8%
Percentage change in real terms					
1987-88 to 1988-89:	+3.2%	+5.1%	-1.8%	a	+3.1%
1988-89 to 1989-90:	+1.6%	0.0%	+2.5%	a	+1.6%

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Embassy of Canada. The rates of inflation were 4.1 for the period from September 1987 to September 1988 and 4.2% for the period from September 1988 to September 1989.

[a] No statistics are reported due to the small number of respondents.

TABLE 22

Changes in Average Salaries of Full-Time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1987-88 to 1989-90

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1987-88	$71,056	$64,453	$58,075	$54,658	$53,617	$47,902	$44,854	$42,209	$37,016	-	a
(15 departments)	N=75	N=59	N=33	N=36	N=107	N=33	N=39	N=36	N=30	N=0	N=4
1988-89	$75,672	$69,588	$60,753	$59,719	$58,806	$48,824	$46,827	$43,743	$37,689	a	a
(17 departments)	N=88	N=57	N=37	N=39	N=134	N=27	N=35	N=35	N=34	N=1	N=7
1989-90	$79,082	$72,102	$63,621	$62,232	$61,870	$53,182	$50,646	$47,917	$41,009	-	a
(20 departments)	N=112	N=75	N=29	N=37	N=131	N=43	N=53	N=29	N=52	N=0	N=2
Percentage change in monetary salary											
1987-88 to 1988-89:	+6.5%	+8.0%	+4.6%	+9.3%	+9.7%	+1.9%	+4.4%	+3.6%	+1.8%	a	a
1988-89 to 1989-90:	+4.5%	+3.6%	+4.7%	+4.2%	+5.2%	+8.9%	+8.2%	+9.5%	+8.8		
Percentage change in real terms											
1987-88 to 1988-89:	+2.4%	+3.9%	+0.5%	+5.2%	+5.6%	-2.2%	+0.3%	-0.5%	-2.3%	a	a
1988-89 to 1989-90:	+0.3%	-1.1%	+0.5%	0.0%	+1.0%	+4.7%	+4.0%	+5.3%	+4.6%		

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 4.1% for the period from September 1987 to September 1988 and 4.2% for the period from September 1988 to September 1989.

[a] No statistics are reported due to the small number of respondents.

TABLE 23

Distribution of 1989-90 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

11-12-month salary	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$85,000 or more	30	1									
80,000-84,999	30	7			1						
75,000-79,999	17	13			8						
$74,000-74,999	2	5	1								
73,000-73,999	2	5		1							
72,000-72,999	2	8									
71,000-71,999	3	4	2	1							
70,000-70,999		3									
$69,000-69,999	2	6	2	1	3						
68,000-68,999	1	2	2	3	1						
67,000-67,999	2	1	1		1						
66,000-66,999	7	6	2		4						
65,000-65,999	2	1		5	3						
$64,000-64,999	4		2	3	7						
63,000-63,999		1	3	5	14			1			
62,000-62,999	1	2	3		7	1					
61,000-61,999			1	3	10	1					
60,000-60,999			1	2	10	1	1				
$59,000-59,999		1		3	13	2		1			
58,000-58,999	1		1		7	3	1				
57,000-57,999			1	1	4	2	1				
56,000-56,999				2	2	2	4	1			
55,000-55,999		1	1	1	2	3	4	1			
$54,000-54,999			1		6		3	1			
53,000-53,999			1		2	5	1				
52,000-52,999	1	1				5	4				
51,000-51,999					5	2	5	1			
50,000-50,999				2	1	2	7	1	1		
$49,000-49,999				1	2	2	3	1			
48,000-48,999						5	1	1			
47,000-47,999					1	2	1		3		
46,000-46,999						3	3	5	1		
45,000-45,999							4		1		
$44,000-44,999							3	2			
43,000-43,999							1	4	2		
42,000-42,999							1	3	10		
41,000-41,999							1		4		
40,000-40,999								1	12		
$39,000-39,999									4		
38,000-38,999									5		
37,000-37,999								1	3		
36,000-36,999									1		
35,000-35,999									1		
Less than $35,000									2		
N	107	68	25	34	114	41	49	25	50	0	2

Source: 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Excluded from this table are faculty in master's departments due to the small number of departments responding to the survey. The distributions of salaries for Lecturers and Instructors also are not presented, given the small number of individuals in these ranks.

TABLE 24

Summary Statistics: 1989-90 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	S.D.	N
		10%	25%	75%	90%			
FULL PROFESSOR:								
12 or more years	$82,190	$66,000	$73,352	$85,282	$88,370	$79,185	8,911	107
6 - 11 years	$72,920	$64,840	$69,051	$75,658	$80,345	$72,304	6,270	68
3 - 5 years	$63,219	$54,799	$61,174	$68,289	$71,242	$63,951	5,422	25
Less than 3 years	$63,176	$52,902	$59,295	$65,543	$69,200	$62,227	5,621	34
All years	$72,920	$60,900	$65,731	$81,757	$85,574	$73,094	9,917	234
ASSOCIATE PROFESSOR:								
6 or more years	$61,281	$53,770	$53,380	$63,921	$69,368	$61,638	6,647	114
3 - 5 years	$52,860	$47,601	$49,086	$56,530	$59,885	$53,244	4,373	41
Less than 3 years	$50,506	$44,113	$46,689	$54,367	$56,599	$50,691	4,474	49
All years	$57,404	$47,976	$51,458	$61,987	$65,300	$57,321	7,585	204
ASSISTANT PROFESSOR:								
3 or more years	$46,074	$41,540	$43,006	$50,828	$57,500	$47,482	6,117	25
Less than 3 years	$40,656	$37,200	$39,248	$42,353	$46,753	$40,994	3,247	50
All years	$42,240	$37,601	$40,000	$46,000	$50,152	$43,157	5,348	75

Source: 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 11-12-month salaries and are reported in Canadian dollars.

TABLE 25

1989-90 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Years Since Doctorate

Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
CANADIAN DOCTORAL DEPARTMENTS (16 departments)						
35 or more years	86,012	83,479	88,040	84,191	11,417	12
30 - 34 years	81,571	74,740	85,608	79,840	7,974	21
25 - 29 years	77,909	69,163	83,562	77,104	8,415	54
20 - 24 years	69,336	63,236	75,402	70,108	8,726	117
17 - 19 years	66,599	62,552	75,214	68,168	8,059	61
14 - 16 years	59,330	54,221	62,000	58,437	5,765	60
11 - 13 years	57,203	52,804	60,851	57,118	6,818	48
8 - 10 years	50,502	47,756	55,173	51,261	5,849	53
6 - 7 years	46,004	43,422	52,053	47,590	5,304	30
4 - 5 years	42,586	40,000	46,980	43,980	6,230	24
2 - 3 years	42,000	39,997	44,063	43,095	5,287	24
0 - 1 years	40,000	39,207	41,618	41,554	6,451	10

Source: 1989-90 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments or educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All ranks".

OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 26. 1989-90 Starting Salaries and Expected 1989-90 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 1989-90 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

Table 28. 1989-90 Salaries and Benefits for Directors of Clinical Training in U.S. Graduate Departments of Psychology

TABLE 26

1989-90 Starting Salaries and Expected 1990-91 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Starting salary	U.S. Graduate Departments of Psychology[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Average starting salary in 1989-90 for a new faculty member who was a new PhD:							
Median salary:	$30,000	$29,500	$30,000	$28,000	$27,000	$28,000	*
Q1:	$28,500	$26,790	$28,074	$26,750	$25,500	$26,000	*
Q3:	$32,000	$31,625	$32,000	$31,000	$28,168	$31,000	*
Mean:	$30,416	$29,577	$30,212	$28,746	$26,593	$28,412	*
S.D.:	3,175	4,636	3,579	3,428	2,711	3,398	*
N:	81	26	107	49	9	58	6
Comparison with 1988-89 starting salaries:							
Mean in 1988-89:	$28,279	$27,564	$28,104	$25,346	$27,640	$26,002	
Mean in 1989-90:	$30,416	$29,577	$30,212	$28,746	$26,593	$28,412	*
Percentage change in monetary salary:	+7.6%	+7.3%	+7.5%	+13.4%	-3.8%	+9.3%	*
Percentage change in real terms:	+2.9%	+2.6%	+2.8%	+8.7%	-8.5%	+4.6%	*
Expected salary offered to a new PhD in 1990-91:							
Median salary:	$30,000	$30,000	$30,000	$28,000	$26,500	$27,750	$35,274
Q1:	$28,500	$26,747	$28,500	$26,000	$25,000	$25,348	$34,945
Q3:	$32,000	$32,000	$32,000	$30,000	$28,500	$30,000	$39,488
Mean:	$30,520	$29,911	$30,334	$28,058	$26,527	$27,657	$37,176
S.D.:	3,184	4,488	3,634	3,035	3,678	3,271	3,843
N:	175	77	252	93	33	126	14
Expected salary offered to a PhD with two years of postdoctoral experience in 1990-91:							
Median salary:	$32,250	$32,000	$32,000	$30,000	$28,500	$29,500	$38,750
Q1:	$30,219	$29,111	$30,000	$27,675	$27,000	$27,000	$37,302
Q3:	$35,000	$35,000	$35,000	$32,000	$30,750	$32,000	$42,425
Mean:	$32,514	$32,185	$32,415	$29,944	$28,485	$29,567	$39,932
S.D.:	3,041	5,538	3,953	3,357	3,857	3,535	4,078
N:	174	75	249	92	32	124	14

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1988 to September 1989, the percentage change was 4.7% for the United States.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27

1989-90 Salaries and Benefits for Department Chairs
in U.S. and Canadian Graduate Departments of Psychology

Salary or Benefit	U.S. Departments[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Salary of the department chair:							
Median:	$57,850	$54,358	$56,653	$45,800	$40,000	$44,000	$63,000
Q1:	$48,424	$46,996	$47,975	$41,718	$33,892	$40,007	$59,966
Q3:	$67,019	$66,621	$66,957	$51,151	$45,774	$50,535	$64,249
Mean:	$58,860	$57,230	$58,361	$46,397	$43,705	$45,703	$63,249
SD:	13,254	14,648	13,884	7,027	13,961	9,330	11,574
N:	186	82	268	95	33	128	11
Comparison with 1988-89 chair salaries:							
Mean in 1988-89:	$55,309	$53,961	$54,872	$43,389	$42,196	$43,046	$67,557
Mean in 1989-90:	$58,860	$57,230	$58,361	$46,397	$43,705	$45,703	$63,249
Percentage change in monetary salary:	+6.4%	+6.1%	+6.4%	+6.9%	+3.6%	+6.2%	-6.4%
Percentage change in real terms:	+1.7%	+1.4%	+1.7%	+2.2%	+1.1%	+1.5%	-10.6%
Benefits received by department chair:[c]							
Assistant chair position (%):	35	27	33	10	9	10	36
Extra secretarial support (%):	67	63	66	50	48	50	82
Extra graduate assistants (%):	22	21	22	18	30	21	27
Summer salary/stipend (%):	66	55	62	59	61	59	na
Reduced teaching load (%):	92	80	88	92	88	91	100
Other (e.g., administrative support staff) (%):	6	6	6	2	0	2	18

Source: 1988-89 and 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1988 to September 1989, the percentage change was 4.7% for the United States and 4.2% for Canada.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars. Statistics are only reported for chairs of Canadian doctoral departments, given that the number of master's departments that responded was too small for analysis.

[c] Included are those departments that provided information on the salaries for department chairs. Percentages do not sum to 100%, given that individuals may receive one or more of these types of support.

na = Not applicable due to the fact that Canadian salaries are for 11-12-months.

TABLE 28

1989-90 Salaries and Benefits for Directors of Clinical Training
in U.S. Graduate Departments of Psychology

Salary or Benefit	Doctoral Departments			All Master's Departments
	Public	Private	All	
Average salary of Director of Clinical Training:[a]				
Median:	$49,036	$45,550	$48,200	$39,000
Q1:	$42,305	$36,848	$39,682	$36,023
Q3:	$53,778	$53,500	$53,778	$42,805
Mean:	$49,483	$46,728	$48,483	$40,140
SD:	10,416	13,743	11,748	6,631
N:	72	41	113	11
Benefits received by Director of Clinical Training:[b]				
Extra secretarial support (%):	51	51	51	27
Extra graduate assistants (%):	14	22	17	36
Summer salary/stipend (%):	43	12	32	27
Other stipend (%):	15	10	13	9
Reduced teaching load (%):	76	78	77	91
Other (e.g., administrative support staff) (%):	3	2	3	0

Source: 1989-90 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. There was an insufficient number of Canadian respondents for analysis.

[a] Reported are 9-10-month salaries.

[b] Included are those departments that provided information on the salaries for Directors of Clinical Training. Percentages do not sum to 100%, given that individuals may receive one or more of these types of benefits.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 1989-90 Survey of Graduate Departments of Psychology

TABLE A

Response Rates for Selected Subgroups: 1989-90 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Departments	
	Doctoral			Master's				
	Public (N=239) %	Private (N=130) %	Total (N=369) %	Public (N=153) %	Private (N=73) %	Total (N=226) %	Doctoral (N=27) %	Master's (N=6) %
Total	79	67	75	65	52	61	59	50
Region								
New England	100	76	82	50	42	45	na	na
Middle Atlantic	65	57	60	67	32	50	na	na
East North Central	83	73	80	68	82	70	na	na
West North Central	92	100	92	86	50	78	na	na
South Atlantic	76	71	75	69	90	75	na	na
East South Central	78	100	81	80	50	75	na	na
West South Central	96	40	86	50	25	46	na	na
Mountain	68	80	70	58	*	58	na	na
Pacific	76	62	70	57	45	53	na	na
Type of department								
Psychology	88	73	83	69	58	66	67	50
Educational/Counseling/ School psychology	72	54	68	50	56	52	0	na
Human development	79	50	72	100	0	50	na	na
Professional	60	68	67	na	0	0	na	na
Other	22	57	38	25	0	11	na	na

Note. These response rates are for those departments providing sufficient salary information to be included in either the analyses of faculty salaries or the analyses of salaries for chairs and other administrative positions within the department. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

na = Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B
States Comprising Geographic Regions in the United States

NEW ENGLAND:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
MIDDLE ATLANTIC:	New Jersey
	New York
	Pennsylvania
EAST NORTH CENTRAL:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
WEST NORTH CENTRAL:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
SOUTH ATLANTIC:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
EAST SOUTH CENTRAL:	Alabama
	Kentucky
	Mississippi
	Tennessee
WEST SOUTH CENTRAL:	Arkansas
	Louisiana
	Oklahoma
	Texas

MOUNTAIN:	Arizona
	Colorado
	Idaho
	Montana
	Nevada
	New Mexico
	Utah
	Wyoming
PACIFIC:	Alaska
	California
	Hawaii
	Oregon
	Washington